

NEPONSET REVIEW

1921

The Neponset Review

Holiday
Number

January



1921



An East Walpole Snow Scene—Union Street on way to Canton—January, 1920.
(Photo. by G. R. Wyman.)

A Merry Christmas
and
Happy New Year to All

Vol. viii

No. 1

QUALITY HAS BUILT OUR REPUTATION

Mr. Bird Optimistic as to the Future

The world is in the throes of the greatest social and economic readjustment in its history. War has usually brought inflation of prices, higher living costs and vast social changes. The World War, the greatest and most disastrous of all wars, has brought in its train an economic and business collapse of terrific import.

During the past two years Bolshevism, red-handed Socialism and other revolutionary Isms have plied their trade (usually in the dark) until today the peoples of vast countries are terrorized by the forces of disorder and destruction. Right here in our small community there is an organized effort to arouse class against class, the purpose of which is to overflow organized society for which our ancestors fought in founding the American government. I do not believe that anarchistic or revolutionary propaganda will be successful in America even though for a time it may seem to be making headway in other countries.

Present Business Depression Worst in Years

Three months ago no one would have predicted that the wheels of industry would be almost paralyzed withing a few months' time. We have been through a period of unprecedented inflation and now we must go through a period of deflation. The consumer has struck and refuses to purchase beyond actual necessity until prices get below the present level. The cost of living is declining but certainly will go much lower.

How long this business depression will continue no one knows. Not within my business life do I remember such stagnation as exists today, and yet I feel confident that before many months the clouds will lift and our plants will again be running full time; in other words I am an optimist as to the future. We make high quality goods, known as such throughout the world. That reputation is one of our great assets. All of our departments, Executive, Sales and Production are working together harmoniously and effectively. So long as we maintain this reputation for high quality and so long as we uphold a spirit of loyalty, efficiency and square dealing we need have little fear for the future of our business. The greatest satisfaction of my life rests upon the mutual affection and respect which I have faith exists between our employees and myself.

A Merry Christmas and A Happy New Year!
CHARLES SUMNER BIRD.

WORK AND SAVE

You asked me to write about the situation as I see it. Well, for three years we've been living in a sort of Fool's Paradise. This country, untouched by the war's ravages, with enormous demands for everything we produce, didn't stop to reason—forgot there were any economic laws—for a time. Some of us supposed it was going to always be thus. Now we are returning to normal. Nat-

ural laws are working. Nothing could be so healthy as the present difficulties and perplexities. Things have come easy—gone easy—and this was tending to make us *soft*. This nation has been blessed far beyond its deserts.

Now the great need is work and more work—for when the credits are fixed, the world never needed so much of the things this country can produce. **WORK AND SAVE**—this should be our slogan and it applies to every man and every business as well as town, city, state and national government. So much for business.

It's the Christmas season. During Christmas week we're going to have a chance to do something for others. This country, the most prosperous, with more to be thankful for than any other in the whole world, must help buy food for millions of children abroad who face starvation this winter unless *we* do it. Let's dig in and give according to our ability. Our country is the only one in the world that has the supplies, food and money, *above all its own needs*.

Let's share to the last degree of our ability with others.
P. R. ALLEN.

"PANIQUE"

We have had a series of crises since 1914 and they have been more or less serious. By this time many of us are used to such vicissitudes, but Human Nature as a whole is moulded about the same way. We flock like sheep and follow the mob. There is, however, some one or some few who come up from the crowd to stop the stampede, to bring us back to our old common sense, and it is just at this moment that we need these pilots to steer us back to sanity.

Only a few months past we were still swamped with business, but much of this was unhealthy, due to inflations. Hysteries prevailed in many large as well as small businesses until finally these bubbles broke, a collapse came all along the line and the masses ran to cover.

Now—the immediate present is the opportune time to join the pilot class and to insure that this minority will soon become the great majority in stabilizing business as formerly. Make your missionary work count and every word you utter have great weight in restoring order and confidence.

We all must become tacticians in our dealings with the daily problems and continue with our might and main until we have taken the "nie" out of panic and that you and your friends feel and believe that the Good Old U. S. A. isn't going to the dogs; it's a grand place to live and to work in, and that all of the changes for the better that you have anticipated will follow as sure as light follows darkness and we one and all can extend with sincerity the Season's Greetings and the trust that a sound and perfect reign of Happiness and Prosperity will prevail for 1921.

These are my sentiments to all readers of the Neponset Review.
E. H. BARTLETT.

OUR 1921 JOB IS CUT OUT FOR US

Our sales force have their job cut out for them during 1921. The market for all manufactured articles is a "buyer's market" and not a "seller's market." Transportation difficulties have been largely smoothed out. We have entered the period of slack buying and large offerings. Many industries are capable of great production, in fact, already have greatly over-produced. This situation, however, is not nearly as unfavorable for the roofing industry as for a good many industries.

Roofing Is a Necessity

Probably 80% of the roofing sales have been for re-roofing, repair and for roofing small additions to building. There has been some new buildings but not as much as in normal times and presumably not as much as will take place in 1921. Irrespective of the amount of new buildings, the roofing industry has always before it the market for re-roofing and repairs. With plentiful raw stocks, all manufacturers working to capacity and faced by better weather conditions than prevailed during the winter of 1920, there will be more roofing produced than can easily be sold. There will be as much roofing produced as can be sold with the most strenuous endeavors. The result will be acute competition, but competition should not scare any sales force which has kept on its toes during the last two or three years.

Effect of 1920 On the Sales Force

We read that the sales forces of many industries have gone to pieces or died of dry rot; that selling has been so easy that the salesman, as we used to know him, does not exist. How far this is true of our competitors' sales forces we do not know, but it is not true of our own. We do not believe it is true of our competitors' sales forces, because practically all manufacturers on the roofing industry produce quite varied lines—roofings for different sorts of buildings.

From time to time a roofing sales force has been asked to push this product or that product just according to the ability of the manufacturer to produce. Sometimes the particular product has been a difficult thing to sell. It has not been easy this last year to sell roll roofings in comparison with asphalt shingles, yet we and some of the other manufacturers have demanded of our sales forces that they push roll roofings.

When slate was scarce, all manufacturers were driving their salesmen to secure orders for smooth surfaced roofing. When there was a greater demand for shingles than could possibly be supplied, the entire industry was demanding that slate surfaced roll roofing be sold instead of slate surfaced shingles. Perhaps this situation has been most noticeable in our own case. It seemed a hard thing for salesmen to turn down orders for shingles when they could have had carload orders for the asking. It seemed at the time hard to sell roll roofing to dealers instead of shingles, yet it was done, and during the year we have suc-

ceeded very well in coordinating the efforts of the sales force with the production of our mills.

The sales force can be thankful for the conditions through which they have passed, for the result is a better sales force; better trained and keen to the job of selling.

We believe we are entering 1921 with the best trained Building and Roofing sales force that we have ever had and with a sales force which has a more sympathetic understanding of the problems of manufacture—problems which we are always meeting and doing our best to solve.

Results of 1920

Our 1920 sales records show that we have everlastingly put designed roofing on the market. Designed roofing, Art-Craft Tile or Art-Craft Shingle, is the logical roofing to push. It is economical in first cost of application and cost of maintenance. It gives the appearance of an expensive roofing but is within the reach of every one.

The sales force has hung Paroid several notches higher than has been done for the last several years and we believe that 1921, in spite of the competition of all sorts of cheap roofings, will close with Paroid records still higher.



Art Craft on Residence of E. C. Stickney,
178 Columbus Ave., Edgewood, R. I.

Due to unusually favorable conditions and the ability of the sales force to take advantage of favorable conditions, the sales of Neponset Black have been highly gratifying.

Sell the Right Roof for the Building

The two main divisions for which *roll* roofing should be used are for roofs with a *high pitch* and roofs with a *low pitch*. Roofs of a high pitch should take a slate surfaced roofing, if appearance is to be considered. Roofs of a low pitch should take a smooth surfaced roofing. The highest grade roll roofing are Art-Craft for dwellings; American Slate Surfaced Roofing for garages, boathouses and similar buildings with high pitched roofs. Paroid should be used on the warehouses, factory, or barn with low pitched roofs. By low pitched roofs we mean $2\frac{1}{2}$ inches to the foot as a

minimum. By high pitched roofs anything above 4 inches to the foot.

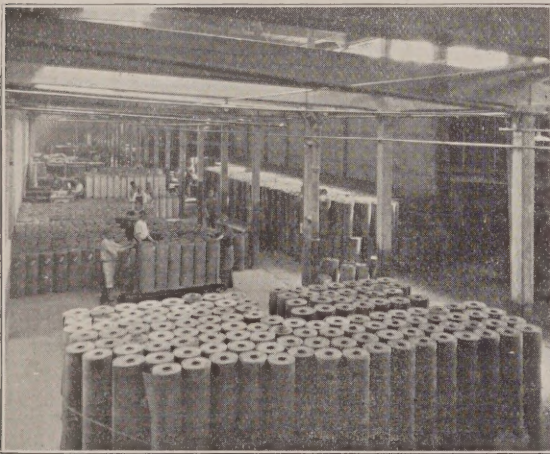
We have striven to make Neponset Black the practical all-around waterproof paper. We used to confine the pushing of sales entirely through architects. Now we continue with the architects, but push the sales as hard as possible through dealers who recognize it already as the paper which can be used for a number of purposes other than sheathing fine residences.

Teach the Dealer to Use Right Selling Methods

The potential market for quality roofings is extremely large. Figures and observation prove that we have not yet secured a third of the business which lies tight at home. This can be done by getting more dealers and here in New England, going to every little town whose consumption of roll roofing may be individually small but in the aggregate very large. Getting this additional two-thirds business depends upon teaching the dealer how to sell.

It is up to our sales force to learn all the details of the energetic and successful dealers' methods and to pass along these methods and put them into operation among less gifted dealers.

Try to visualize the potential market and begin by estimating the number of old wooden shingle roofs in each salesman's territory. Think of the vast potential market for roofing over those old wooden shingles. Try to visualize the number of



Section of Finishing Dept., Building and Roofing Plant

old wooden shingle roofs which the owner, for one reason or other, will determine to remove and replace with twin shingles, Art-Craft Shingle Design or American Slate Surfaced Roofing. Think of the multitude of small farms with their accompanying buildings scattered all over the country. These farm buildings must be covered as the roofs wear out. Period has pretty well held the best of this market and we must be careful not to lose it.

For the last six months, all of us have realized the competitive market which was bound to develop sooner or later. Now we are in the midst of this market, and we have got to fight with our

best sales ability against competitors who are willing to spend a tremendous amount of money in advertising and who look upon the Atlantic Coast States as the best immediate market. We appreciate this condition and we believe we are ready for it. We want a bigger budget laid down for us than we had for 1920 and we believe that we can meet that budget.

P. H. BAILEY,

Sales Manager Building and Roofing Division.

WHAT ABOUT 1921?

Just as sure as the tide rises, so also must it fall. For this reason the last few months of 1920 finds the manufacturer and his sales forces facing and contending with conditions entirely different from those of a year ago. In short the shoe is now on the other foot. Manufacturers now have their salesmen combing the highways and byways for immediate business. In fact, several manufacturers in order to assist their salesmen in getting immediate business have cut prices, not only to the bone but in many cases so deeply that the bone has nearly been severed.

There is nothing new in this policy. It is nearly as old as business itself. A few years ago a manufacturer of a certain type of shingle cut prices below cost in order to secure enough immediate business to keep his mills running. This plan worked out very nicely for a few dealers but, like the two-edge sword, it had quite a different effect on some of the others. Those who were fortunate enough to receive a visit from the salesman while the low prices were in effect succeeded in placing their order at a most opportune time. Those who happened to be unfortunate in not getting in touch with a salesman for two or three weeks found to their sorrow that prices had advanced by leaps and bounds in the meanwhile, and as a result they derived little or no benefit from the action taken by the manufacturer.

All Dealers Treated Alike

A great many of us humans in this transitory world, in fact, I honestly believe the great majority of us, are quite well satisfied if in our various business dealings we receive the same homogeneous sort of treatment as does our neighbor. In other words, one dealer should not, in fairness, be allowed advantageous opportunities as against the other. For this reason it would seem that the protected price policy adopted by Bird & Son last month is not only the fairest to all concerned, but also that it will, in the end, be found to contain advantages found in no other selling plan or policy.

Forgetting for the time being all about the conditions which may have governed or controlled the transaction whereby ownership in the finished products changed from that of the manufacturer to that of the dealer and caused the material itself to be transferred from the mill of the manufacturer to the warehouse of the dealer, the important thing for the dealer to consider now is how he can best turn this material into cash and thus realize a profit.

More Business in 1921

The potential roofing market next year will be just as large, if not larger than that of this year. It is true it may require more effort to get in touch with it, but the fact remains, it will exist just the same.

Then again, what about new building? On all sides is heard the cry that when new building actually starts and stays with us, there will not be anywhere near enough roofing and building paper to take care of the demand.

The dealer, if he is to stay in business, must turn over his stock and turn it over at a profit. What, therefore, is to be done in order to bring about the desired result? On one hand we have the manufacturer, on the other the consumer. The bond or link which connects them is the DEALER. Actually they are partners and, when considered collectively the country over, they take the form of an immense and powerful Mutual Benefit Association.

Manufacturers Must Assist Dealers

No Sales Manager should consider his work finished

when his goods are on the dealer's shelves, or his stock in the dealer's warehouse, and this will hold true next year, perhaps more than ever. The manufacturer must, therefore, assume part of the burden of getting the dealer's stock into the hands of the consumer. There are many ways of bringing this about. Probably two methods stand out above the rest, i. e., the 50-50 or partnership advertising and creative sales service.

Dealers are united in saying that the greatest stimulation to them is local advertising. This is carried on first by advertising within the store, such as window displays, etc. or on the outside of the store with signs. Linked with this should be local paper advertising. On this 50-50 partnership advertising plan, Bird & Son will share the expense equally and pay dollar for dollar on whatever the dealer in his judgment thinks best to expend.

Partnership Advertising

Partnership advertising, then, will go a long way toward helping the dealer turn his stock of Bird's NEPONSET Products into cash profits. Coupled with the advertising and just as important and necessary will be the creative sales service which every Bird salesman is being trained to render the dealer. The principal object of this sort of advertising and service is not only to show the dealer how to sell goods better, but also to educate the consumer in

the newcomer it is an object of curiosity. You would not be human if you did not ask for the story.

The owner, a splendid type of the Southern gentleman, was only too willing to tell it.

While picturing the wartime events of this particular battlefield—the play of the opposing forces during the battle's progress—he would say, "Do you see the point of attack?" You didn't see it, but to be real sociable and friendly you replied "Yes."

That is where the "fatal mistake" came in. He then asked, "Where is it?" After floundering around you admitted that perhaps the finer points of the story were overlooked—then came the awakening.

"The point of attack" was the point of a tack skillfully inserted in the stump, to which the owner was pointing during the recital of his tale.

In Salesmanship, do we always see the point of attack?
George W. Towle, Jr.

A MARK OF QUALITY

It is sometimes interesting as one gets over the country to hear the comments of various people regarding the products made that bear Bird's trade mark.

Some years ago we had an exhibit of Bird's Neponset Shingles on the Fair Ground at Mt. Holly, N. J., a modest sign showing the name of the shingle. A woman walked up to the exhibit and stated that she wanted some of those shingles; and I was interested to know why she should want the shingles when she knew nothing about them. She stated that at one time she had purchased some of Bird's Neponset Floor Covering from Gimbel Brothers of Philadelphia and that the goods gave her such good satisfaction that she knew these shingles would give her equally as good service.

Again at Springfield, Mass., I was talking with a builder who was using some of our shingles. I asked him how he came to use our shingles and he replied that twenty-five or thirty years ago he had used a great quantity of Bird's tarred hardware paper and it was the best on the market. He stated that, having received such good service from one of our goods, he knew he could expect the same from our shingles.

In Vermont I called on a furniture dealer and talked with him regarding floor covering. He stated that he would not buy floor covering from us because he had never heard of us. I told him I felt sure that he knew us and asked him if he had ever used Neponset Black Building Paper or had heard of Bird's Paroid Roofing. He did not hesitate for one minute but replied that he had one of his buildings that had been covered with Paroid for more than fifteen years and that the roof was still in good condition.

Neponset Is Universally Known

No matter where one goes, he is sure to find someone who has used our materials years ago and has had such good satisfaction from the goods that he remembers the name of the product.

Yesterday I took my little Corona to a store in Philadelphia to have it repaired, and handed a man my card. He looked at the card and then told me that nineteen years ago he was living in a house that had an addition to it that was roofed with tin. The tin roof had always given trouble and in desperation he decided to take a chance with "patent" roofing, and bought Paroid. He added that, while the house had been sold, he was sure the roof was still on and that he had not heard of its ever having given any trouble.

Receiving these kind of testimonials one cannot help but be sold on Bird's Products. With the good reputation back of Bird's Neponset Products one feels that he has something worth selling after all.

In a certain town in New Jersey a dealer once decided to give up our line, but after awhile he wrote to us requesting that a representative call upon him. When I talked with him he stated that he wanted to take on our line again, because his customers demanded Neponset products.

S. C. Traudt, Jr.,



Art Craft Residence of C. F. Paul, New Haven, Conn.

order that he may learn how better to buy roofings and to buy roofings which will be suitable for his particular requirements. When the NEPONSET salesman calls on a dealer the first part of next year, he will explain this plan in detail. However, it should be borne in mind that in order for it to be successful, there is a certain obligation incumbent upon the dealer that he must do his part just as well as the manufacturer.

If the dealer and manufacturer will but work shoulder to shoulder there is no reason why the year 1921 should not go down in history as having been one of the most successful periods Bird's Neponset Dealers have ever enjoyed. With this mutual object in view, let us adopt a slogan which, if carried out, cannot help but carry us over the top. Let's make this slogan be WORK, CO-OPERATION AND LOYALTY.

Eastern Division Sales Manager,
W. E. Hale.

THE POINT OF ATTACK

During the romantic days of Paroid pioneering, it was my privilege to be sent on two winter campaigns through the Southern States—campaigns tucked away in my memory as the most fascinating and delightful in my experience.

An interesting incident, with perhaps a lesson connected with it, comes to my mind. In the office of one of our dealers rests the stump of a tree. This stump was removed from a Southern battlefield, bearing the marks of "Minie" balls on one side and "Yankee" bullets on the other. To

THE MAGIC CARPET AND THE NEPONSET RUG

There was a story told in the good old days of Haroun Al Raschid of a famous rug, known in his country as "The Magic Carpet of Bagdad." You may remember that the magic part of this carpet was its power to transport any one who sat on it to any place he wished. No matter where you wanted to go, you had only to sit on the magic rug and wish to be carried to any place your heart desired—and you were there. It is not hard to imagine that this Wonder Working rug was in great demand and that its possessor was the envy of princes.

It may seem a far cry from those days down to our own, and yet I feel that 1920 will be most noticeable in our floor covering annals because it marks the birth of the NEPONSET Rug. Few people not intimately acquainted with the market for felt-base rugs can have more than a meagre conception of the demand for this particular kind of floor covering. Surely no rug of recent years begins to compare with felt-base rugs in immediate popularity or widespread sale. It has filled a long-existing need for a low-priced rug of attractive appearance and satisfactory wear which requires almost no attention.

It has been only within the last few years (as most women know too well) that proper attention has been paid to simplifying household tasks and relieving housewives of unnecessary drudgery. The use of felt-base floor covering in kitchens, dining rooms, halls and chambers has meant clean, attractive floors and little work.

Felt-Base Rugs a Modern Development

The rugs are a still further development of the same idea and have made an instant appeal. We know that a generation ago most rooms were carpeted, while today carpets are scarcely used in our homes. Instead, we have the same materials woven into rugs. Straw mattings are displaced by grass and fibre rugs and now rugs made of linoleum and felt-base material.

These rugs are put up in convenient packages and may be laid with no difficulty whatever. They are suitable for almost any room where an inexpensive rug is desired. They can be changed from one room to another and from one house to another with no trouble whatever.

The felt-base rug has had an almost magic power in that it has been a great help to its distributors in the sale of other floor coverings. In order to get these rugs, customers have been willing to purchase other things as well.

Now, while we have made only experimental runs of NEPONSET Rugs so far, and only in small sizes, we have made the start. We shall soon have the larger sizes, which are always in greater demand. Our customers, not only in the United States, but in Canada, Australia and Europe, have been anxiously awaiting the manufacture of the NEPONSET Rug which would embody the well-known advantages of this floor covering, plus the NEPONSET Quality they have learned to expect and to value in our 8 x 4 goods and rug border.

Enthusiasm among our salesmen and customers is already running high over these prospects and we feel sure that we shall all greatly benefit by this addition to our line. Regardless of the temporary depression, as 1920 goes into history I think we can look forward to 1921 with much cause for encouragement. I am confident that our NEPONSET Rug, like the "Magic Carpet of Bagdad," will help us go farther and faster in our floor covering campaign than anything we have ever done.

E. C. Kerans.

Sales Manager Floor Covering Division.

"KEEP ON GOING, THERE ARE TWENTY MORE BEHIND YOU"

One of our recent salesman's bulletins reminded the writer of one of his own experiences in his early days of selling.

My chief sent me to West Virginia, and after I had called on a few buyers, I found that each one was offering the same excuse for not purchasing; namely, that four or five of my competitors had been there ahead of me. I having had no previous experience, thought the best thing to do was to wire headquarters, advising them of condi-

tions, so I sent a telegram saying that there was no use of my travelling West Virginia, as four or five of our competitors had just covered the field. The answer that I received read: "Keep on going, there are twenty more behind you."

That experience made such a definite impression on my mind that I have never forgotten it, and it frequently creeps out, even to this day, when calling on dealers and they mention that this man or that man was in town yesterday."

George E. Messer,

New York City.

BOX DIVISION SALES

We have all been so busy, not taking orders so much as distributing what we could make among our customers, that another year has gone by us before we have fully realized it.

You all remember how short a time it seems since the days of the big snow storms, when our factories were forced to close for practically a whole month on account of the coal shortage. Those who went on the snow-shovelling expeditions will not soon forget those days. Many of our customers who were more favorably situated as far as climatic conditions were concerned were greatly in need of our products, and in spite of the severe handicaps, both in manufacturing and transportation difficulties, we were able in a large degree to get some materials to them.

All during the trying months in the early part of the year, when demand greatly exceeded production, we were ably assisted by our Manufacturing Department and established records for production that we know can be equaled, if not surpassed, if the emergency arises again.

There has been one addition to our force this year, a son, John Frazer Andrews, born May 29th to Mr. and Mrs. C. H. Andrews.

The ending of the year finds our office and sales force intact and all eager to continue the good work for the year 1921. We feel sure that 1921 will be a bigger year in every respect than the one we have passed through, and we are looking into the future with renewed confidence and optimism. We thank all other departments for their sincere co-operation this year, which has enabled us to render service and quality of product to all our customers.

A. C. Buell,

Sales Manager Box Division.

CLASS 1-A

Editor Neponset Review:

Your letter of the 12th inst., requesting me to write an article for the Christmas edition of the Neponset Review was received today. This being Sunday, "The better the day, the better the deed"—so here it is.

To begin with you have limited me as to time, so it would be folly for me to be serious; and yet, on the other hand, if I try to be humorous, I fear it will fall flat.

I am reminded of what a darkey said to me during the war. Several travelling men, myself included, were waiting at a small railroad station in West Virginia for a belated train. The war was being discussed and, as it was in the early part of it, the draft in particular was the main subject. We had all expressed our views as to who would be included and who would be exempted, when this darkey turned to me and said, "I tell you, Boss, I used to preach and I ain't none too good to go back to it."

Well, before I became a salesman, I used to write articles for newspapers and I suppose I could do so again; but as I am now a salesman, I claim exemption.

Covington, Va.

W. E. Waddell.

A SALESMAN WHO FIRST "SOLD" HIMSELF

Dear Editor: It will give me great pleasure to contribute a short article for your salesman's column.

I consider the Neponset Review a valuable and instructive publication. I read every item on its arrival and feel lost when I do not get it regularly. I have several dealers who make mention of the different items that the Review contains.

Now a little about myself and the Georgia territory. I am a real Neponset believer—thoroughly saturated with Bird's line. I like my business, the material I sell and all of

those with whom I am connected. Am trying to give one hundred cents on the dollar to all.

My first trip in Georgia for Bird & Son was in 1908. Business was very keen and large orders were hard to get as the composition roofing was new. In the smaller towns, orders ranged from ten to fifty squares. I believe there were only about three or four carload dealers at that time. I put in between thirty and forty new dealers then and most of them are still buying. Now we have many active carload dealers and when conditions change, we will increase the number.

Bad Season for Cotton

We have had a very serious season this year in southern Georgia on account of the boll weevil destroying 75% of the cotton bolls. The balance of the cotton is so badly injured that it makes a very low grade cotton which is worth very little. But I think most of the farmers are expecting a better year in 1921 for they are going to raise something else besides cotton. Cotton is not a sure crop and if they will diversify their farming, it will mean greater prosperity. I intend to put in some hard licks here in my territory next year and if *work* will get it, I am going to be "Johnnie on the spot" and gather the golden apples.

It is a great pleasure to go over Georgia or any other territory that I have covered for Bird & Son (which is about ten states). I know so many dealers and we have many pleasant remembrances of years gone by. I have always been able to go back and see the man and he is always happy to give me the glad hand and as long as I am in the employ of Bird & Son, it will be my motto to be able to go back the second time and take orders through honest dealings and courtesy.

G. T. Matthews,
Macon, Ga.

T. A. SMITH MEETS WITH ACCIDENT

Thad A. Smith, our salesman in Western New York State, met with a painful accident on November 17th. Through the carelessness of a taxicab starter at the station at Buffalo, the cab door was slammed upon Mr. Smith's right thumb, crushing it badly. Unfortunately Mr. Smith will not be able to do much with his right hand for the next five or six weeks.

BUSINESS AS USUAL

During the first week of April, I started on my initial trip through Virginia in a car. The first two thousand miles of this trip were uneventful. I left Roanoke on Saturday after getting a car order, stopping in Bedford long enough to get another, and went in to Lynchburg to spend Sunday. I managed to land another car in Lynchburg Monday, but decided to wait until the next day before starting to Danville on account of a heavy rain.

It was still raining the next day, but I decided to risk the trip in spite of the "Mountain roads" which I had been traveling for two weeks. I had negotiated about half of this trip in spite of the muddy roads when I came to a long hill between Alta Vista and Gretna. I immediately went in low gear and started up. Almost at the top of this hill was a sharp curve, seemingly cut in the rocks, with about a yard interval between the outer wheels and a twenty to thirty foot drop. As soon as my rear wheels got on this smooth rock they skidded around approximately ninety degrees, causing the rear end to go over the embankment, this weight dragging the rest of the car over. Going down backwards the car hit a stump which slewed it around another ninety degrees, turning the car over on its side and landing it on a log which was lying vertically to the precipice. The car slid down this to the bottom, and when I realized anything my head was where my feet ought to be and I was wishing the curtains hadn't been up because, if they hadn't been, the car and myself would have made the trip separately.

After being hauled out and getting to a nearby town with assistance, the car was sufficiently repaired to limp into Danville. The next day, while the car was being somewhat repaired, I landed another car order and "lit out" for home.

I succeeded in getting car load orders at South Hill,

Lawrenceville, Stony Creek, Suffolk, and had one waiting for me when I reach Norfolk that week end.

C. N. Francis.

CHICAGO ADJUSTMENTS CLAIMS

I have been asked to express in a few words my experience on adjustments from the Dealers' point of view, and will say in the beginning the Dealer has given my Department splendid co-operation during the past year in smoothing out the difficulties which have arisen due to various reasons in connection with the manufacture of our products.

The important question seems to be to get the Dealer to realize that matters of adjustment should be handled entirely distinct from any other branch of the service. In the past, it has been customary to present such matters to the attention of the salesman, but in this later day, it is generally conceded that the most effective and satisfactory method is to operate entirely as a separate and distinct Department.

May I be permitted to say that the first thought of the Dealer is to protect his customer as against any manufacturer, but am inclined to believe from observation the more knowledge he requires in regard to our products the more consideration the manufacturer will receive in the settlement of a claim,—therefore it becomes our duty as manufacturers to keep everlastingly imparting as much knowledge as possible to the Dealer if we expect to reap the measure of justice which we should receive.

If we show the Dealer our willingness to assist him along the lines of proper application he will change his attitude in a great measure and repay in volume of business which in the last analysis is the foundation on which to build a lasting account.

By establishing closer relations with the Dealer, by giving special consideration to the settling of all legitimate complaints, arising through material not giving satisfaction or having been improperly applied or damaged in transit or otherwise, he will become a greater booster for our products, and be more eager to see the point of view of the manufacturers.

M. H. Murr.

HELP EUROPE'S CHILDREN

May Herbert Hoover's appeal for millions of starving little ones in Europe this Christmas touch us till each responds even with a mite. Every little helps much. Send contributions to European Children's Fund to James Jackson, Treas., 166 Devonshire street, Boston.

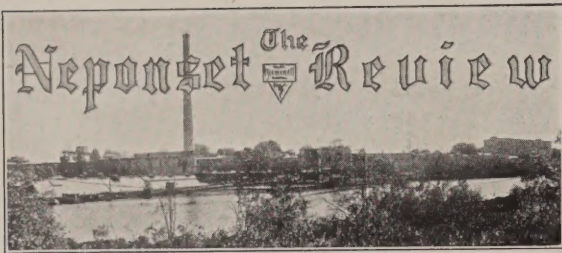


1795—1920

ONE HUNDRED TWENTY FIFTH ANNIVERSARY BOOKLET

Bird & Son, inc. have published an impressive and interesting book on the occasion of the One Hundred Twenty-Fifth Anniversary of the Institution.

The book carries a message of cordial greeting and good will, and will be sent to all employees, dealers and others with whom we have relations throughout the world.



Vol. VIII.

JANUARY, 1920

No. 1

Published Monthly by Employees of Bird & Son, Inc.
at East Walpole, Massachusetts, U. S. A.

Editor and Publisher, B. D. ROGERS

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Library	A. S. BLANEY
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Main Office	A. M. BROWN
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Hamilton	W. R. McNEIL
Phillipsdale	T. G. HENDERSON
Main Mill	S. W. SMITH
Chicago	M. L. CATON
Athletics	S. F. MARTIN
Health	H. J. EBBS

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A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

Aim for the highest; never speculate; never endorse beyond your surplus cash fund; make the firm's interest yours; concentrate; put all your eggs in one basket and watch that basket; expenditures always within revenue; lastly, do not be impatient, for, as Emerson says, "No one can cheat you out of ultimate success but yourself."—Andrew Carnegie.

CHRISTMAS

What Christmas means to us is determined by our individual temperament and the habit of our lives.

It is a bore to the bored, a humbug to the "Stinger," a time of distraction for Mother, great glee for Children and a drag on Father's wad.

Christmas is a time that brings us gifts and profits and emoluments, say we, when self is dominant and selfishness ingrows upon us.

Christmas is a time to give gifts and to make others happy, say we, when self is subordinated and generosity has become a habit.

Christmas is a beautiful memory of a Magic Yesterday, say we, looking dolefully over our shoulder.

Christmas is prophetic of a Wondrous Tomorrow, say we, looking hopefully forward.

Christmas is a very present reality, say we, who live twenty-four hours in Every Today.

It is a Spirit, an intangible Something in the air, expressed for the understanding of all of us in the familiar picture of Santa Claus, a jovial,

cheerful, rollicking generous chap, who shames the meanness out of our hearts and binds us together for a season into the Universal Society of Givers and Good Fellowship.

So let us give and make merry.

H. E. ROUILLARD.

IS THERE A SANTA CLAUS?

We take pleasure in answering at once and thus prominently the communication below, expressing at the same time our great gratification that its faithful author is numbered among the friends of the *Sun*:

Dear Editor:

I am eight years old. Some of my little friends say there is no Santa Claus. Papa says "If you see it in the *Sun* it's so." Please tell me the truth, is there a Santa Claus?

Virginia O'Hanlon.

115 West 95th Street.

Virginia, your little friends are wrong. They have been affected by the skepticism of a skeptical age. They do not believe except they see. They think that nothing can be which is not comprehensible in their little minds. All minds, Virginia, whether they be men's or children's, are little. In this great universe of ours man is a mere insect, an ant, in his intellect, as compared with the boundless world about him, as measured by the intelligence capable of grasping the whole truth and knowledge.

Yes, Virginia, there is a Santa Claus. He exists as certainly as love and generosity and devotion exist, and you know that they abound and give to your life its highest beauty and joy.

Alas, how dreary would be the world if there were no Santa Claus! It would be as dreary as if there were no Virginias. There would be no childlike faith then, no poetry, no romance, to make tolerable this existence.

We should have no enjoyment except in sense and light. The eternal light with which childhood fills the world would be extinguished.

Not believe in Santa Claus! You might as well not believe in fairies. You might get your papa to hire men to watch in all the chimneys on Christmas Eve to catch Santa Claus, but even if they did not see him coming down, what would that prove? Nobody sees Santa Claus, but that is no sign that there is no Santa Claus.

The most real things in the world are those that neither children nor men can see. Did you ever see fairies dancing on the lawn? Of course not, but that's no proof that they are not there. Nobody can conceive or imagine all the wonders that are unseen and unseeable in the world.

You tear apart the baby's rattle and see what makes the noise inside, but there is a veil covering the unseen world which not the strongest man nor even the united strength of all the strongest men that ever lived could tear apart.

Only faith, fancy, poetry, love and romance can push aside that curtain and view and picture

the supernal beauty and glory beyond. Is it all real? Ah, Virginia, in all this world there is nothing else real and abiding.



No Santa Claus? Thank God, he lives, and he lives forever. A thousand years from now, Virginia, nay, ten time ten thousand years from now, he will continue to make glad the heart of childhood.

(The above is said to be the most popular editorial that ever appeared in the New York Sun.

This contribution was written by Frank P. Church, who died in 1906. It was printed September 21, 1897.—Editor's Note.)

A PLEDGE TO SIGN JANUARY 1ST

- B etter made products.
 - I ncreased production and sales.
 - R ank higher than ever for quality.
 - D own waste of all kinds.
-
- A nother year, bigger than ever.
 - N o complaints.
 - D elivery prompt.
-
- S ervice better still.
 - O nto our individual jobs at all times.
 - N othing but the full co-operation of all.

We thank you.

W. W. W.

LIBRARY

A few of the good books in our library—Some new, some old:

Theodore Roosevelt and His Times. By J. B. Bishop.

An intimate associate, well fitted to carry out Roosevelt's intention to write a history of the period covering his public career.

Play Life in the First Eight Years. By L. A. Palmer.

Of interest to all mothers and teachers of young children.

The Magic Story. By Frederick Van Rensselaer Day.

A little booklet which has had a remarkable influence on some thinking business men. Just the thing to wile away an hour's railway journey, and will bring profit, too.

Critical Examination of Socialism. By W. H. Mallock.

Deals with Socialism in its various aspects.

After reading "The Unsolved Riddle of Social Justice," by Leacock, we cannot but feel the fallacy of Socialism, the selfishness of Individualism of the past, and the wisdom for the future of an intermediate course. The book will be interesting to the worker and all who are interested in the problems of the day.

A new detective story, "Box with Broken Seals," Oppenheim; "Tobias o' the Light," a Cape Cod story, Cooper; "Cape Cod Folk," McLean; "Riders of King Lee," Day; "Fiddler's Luck," a musical story, Schaufliker; "Half Portions," Edna Ferber; "The People's History of Ireland," John F. Finnerty.

Some Good Stories

Miser's Money	Phillpots
The Search	Lutz
The Rescue	Conrad
Leave it to Doris	Hueston
Erskine Dale, Pioneer	Fox
Mary Minds Her Business	Veston
Diana of the Crossways	Meredith



Suggestion Column

Waste at FB and FF. We want suggestions for using the saturated coated and surfaced waste made at FB and FF for a salable product. The following have been considered: Matting, tile, heels, shingles, roofings, and expansion strips.

The following suggestions were accepted at the December meeting, and the standard prize of \$5.00 awarded in each case:

- Woodwork on Allen Engine, DP
William J. Livingston, DP
- More Radius to FBM Lathe
Herbert Larrabee, FBM
- Gear for Water Cooled Roll, FBPM7
Frank Sego, FBP
- Pipe and 25 Feet of Hose, Dry End, DMPM2
Herman Nordstrom, DMP
- Sand Near Art Craft Ink Pan, FBPM1
Patrick J. Feeney, FBP
- Gravitation Tubes for Testing Oils, Varnishes, etc., at FF
John L. Pennington, PBL
- Attachment for FXB Baling Press
Ernest Stather, FXB
- Art Craft Ink Supply, FBPM1
Herbert Crocker, FBP
- Install Crowned Looping Roll in FBPM7 Rack
Ruel G. Fulton, FBP
- Install Idler Roll in FBPM7 Saturating Pan
Ruel G. Fulton, FBP

DON'T BURN -- DON'T WASTE

Turn your Waste Papers and Rag Scrap into Dollars

The past five years have demonstrated to our industries that it is necessary to salvage and re-use all scrap material.

Many have realized as never before the revenue which may be derived from this source and a larger proportion of this waste material is now being returned for re-use than ever before.

It is true that high prices did much to bring this about, but now that we have the habit formed, we believe it will be continued even if prices are not quite so high as they were.

We are interested in having you save for us your Mixed Papers, Folded News and Magazines. Pack each grade separately in bundles or bales securely tied or bound so they may be handled economically, and thus secure for yourself the benefit of market price on each grade. If your bundles contain these grades mixed you will receive credit at market price of lowest grade contained therein.

G. M. Graves.

The man who knows and who knows that he knows. He is wise—follow him.

From the Manufacturing End

During the year 1920 we have endeavored as far as practicable to make each of our plants a complete unit in itself, each superintendent having control of the plant or plants assigned to him, with the privilege of obtaining helpful advice from the central staff when called for or thought necessary.

This plan is working out very nicely and is strengthening our organization which was handicapped more or less, like many others, due to the fact that we had so many men at the front.

Interesting details in regard to the various plants will be covered in the plant items. I am going to take this opportunity to express to my assistants and to the men in our organization, the

basis, and the wad machines ran three nights per week overtime. Business continued at this rate until the middle of September when we began to feel the depression that was country wide. There was a gradual dropping off in first one department then another until at present—the least said the better.

We are confident, however, that the new year will see us running "in high" to meet the demands of our Sales Department. For this end we have made a number of improvements in the quality of our products. We have added more driers to No. 2 paper machine, and a hot air drying system is nearing completion. To No. 3 paper machine we have added a new engine, more driers, top drier felt, a steam regulator and a Bird screen. Nos. 4 and 5 paper machines now have variable speed engines, and a new steam regulator has been added to the latter. Two more beaters are now being installed in No. 2 mill, and our system of sorting in No. 2 sorting room is a vast improvement and saving over our former method at South

Walpole. In FX1 we are waiting for the large orders to come in. The larger they are the better we like 'em, just to show what we can do. In FX2, while the changes may appear to be minor on account of the small machines, yet they are important. As a summary, we might say that we are ready and waiting for the word "go."

I wish to thank each and every one, the foremen and assistants especially, for their excellent cooperation during the past year. I realize that through them it was made possible for us to attain the

success we have had. Best wishes for A Merry, Merry Christmas and A Happy New Year to all.

STEPHEN W. SMITH, Supt.

1920, NORWOOD PLANT

Here at the Norwood Plant we have been unusually busy for the greater part of the year. We have had some slackening off during the last quarter, but feel this is just the "lull before the storm," and that by early spring we shall again be running full time in all departments.

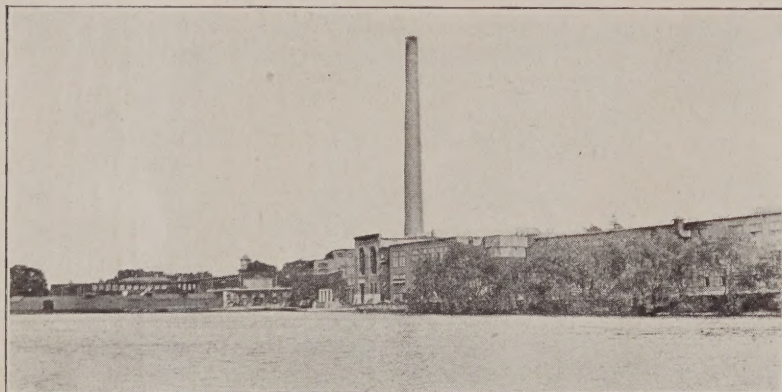
We are carrying through a number of plant betterments, some of which are in use and others we hope to have shortly. All of these improvements we feel sure will add to the quality, service and production of the mills.

We have added new products at the Building and Roofing in the shape of Art-Craft and Shingle Designed Roofings, also Proslate Panel Board.

At the Floor Covering, besides several new patterns, we have also started making "Rugs" in addition to our other flooring products.

We wish to convey to the employees of Bird & Son's other plants hearty Christmas and New Year's Greetings.

W. W. WILSON, Supt.



A View of Main Mills from Bird Pond

deep appreciation that I have for the spirit in which our orders were carried out during the past year.

Best wishes for a Merry Christmas and a Happy New Year.

G. R. WYMAN, Mfg. Mgr.

THE YEAR 1920—MAIN MILL

The year 1920 surely should have furnished sufficient varieties of business to suit the most critical. The first of the year saw us in deep water, almost over our heads with orders, while at present we would all like enough at least to cover our ankles.

January started off with all departments running to the limit and in the midst of this rush of orders we were compelled to shut down flat about the first of March for practically three weeks, owing to traffic conditions, at which time we all learned the art of snow shovelling.

Upon resuming operations we found orders piled up and we worked for every pound of paper possible, as it was then necessary to try to make up what was lost during our forced shut down. The four paper machines were run to the maximum and we ran one of them even an extra tour for a short period. In FX1 a 20% increase in production was necessary in the Fibre Case Department, and in FX2 all departments were as busy on the smaller boxes and specialties; FXB ran overtime and FXK on two tours. At DF the press board machine was put on a two tour

THE NEW POWER PLANT AT THE MAIN MILL

Since the last improvement in the power plant a number of years ago the activities at East Walpole have expanded materially. Numerous applications of electrical power have been made and many others considered desirable. However, the time arrived when there was no longer sufficient capacity in electrical generating equipment to permit any additional use of electrical power. Coincident with this growth of electrical power load, there was considerable progress made in steam power equipment. Manufacturers developed more efficient steam turbines; boiler manufacturers developed larger and more efficient boilers, automatic stokers which were reliable and could handle large amounts of coal in boilers were placed on the market; and coal and ash handling machinery that was dependable was evolved.

During the war the lack of additional capacity for increased electrical power equipment was keenly felt, but at this time nothing could be done so that any desired improvement had to be deferred. In the fall of 1919, John A. Stevens, Consulting Engineer of Lowell, Mass., was engaged to make a comprehensive study of the steam power equipment. A report on conditions as found was submitted to the management early this year. Numerous improvements were recommended and are now being carried out. These improvements are briefly described in the following:

BOILER ROOM

In the boiler room three new boilers are to be installed. These will replace ten old Cahall boilers which have seen service for many years. Each of these new boilers will have a nominal capacity of 822 boiler horsepower. However, each one will be capable of developing 1650 boiler horsepower continuously and 2050 boiler horsepower for short periods. These boilers will be Sterling type, manufactured by Babcock and Wilcox. They are the latest type and will be classed among the largest boilers in New England. Each boiler will occupy a floor space about 20 feet square and will be 25 feet high. The fire box will be as large as an ordinary room in a dwelling. There will be over 70,000 bricks used in each setting, enough to build three six room houses. Each boiler will be equipped with Riley automatic stokers and will be operated with forced draft. There will be nearly 15 carloads of material in each complete boiler.

Coal will be unloaded as at present and taken from the coal pocket by small cars and dumped into a crusher. The crushed coal will be elevated and distributed in a concrete lined steel coal bunker having a storage capacity of 1000 tons and located above the boilers. From the bunker the coal will be fed through automatic scales to a hopper on the automatic stoker on each boiler and into the boilers by the stokers.

To supplement the draft produced by the chimney a large induced draft fan will be installed in the flue between the present economizers and the chimney.

The ashes will be delivered into a small car back of and below the boilers, then dumped into a hoist and elevated to an overhead bin in the yard. From this bin the ashes will be hauled by truck as required.

The two 350 horsepower Sterling Boilers which have been installed several years will remain in their present location with necessary changes required to have them conform to the new equipment. The Cahall boilers in use

at present will be removed as the new installation progresses.

Numerous changes in the building will be necessary. Some walls will be raised and parts of the roof must be elevated. Before the building alterations are finished a very complete and convenient locker and wash room will be put in for the use of the men in the boiler room.

In making an installation of this kind, there are many difficult problems to be confronted. Much temporary work is necessary and the operation of the mill and its employees must be safeguarded at all times. Up to this time, everything has gone very smoothly and it is felt we will be as successful in the future. It is planned to have boiler room work completed early next fall.

TURBINE ROOM

In the Turbine Room a new General Electric steam turbine is being installed. This turbine will have a capacity of 2000 kilowatts. The machine is the most modern and efficient of its type. A Westinghouse Le Blanc condenser is also to be installed in conjunction with the turbine. A number of new switch board panels furnished by The Westinghouse Company, are to be installed for the turbine and for control of power feeders. The turbine is already set on its foundation and if the condenser is received when expected, it will be put in operation shortly after the first of February.

Upon the completion of the boiler and turbine equipment, the Main Mill will have one of the most modern power equipments in New England. The efficiency of all apparatus will be very high and its reliability will be of the highest attainable.

C. W. CONRAD,
Plant Engineer.

NECESSITY FOR TECHNICAL STUDY

Our entire industry is based upon fundamental physical and chemical principles that are learned only by patient study and research. There is no more complex science than paper making. It is a life work to master even one branch of this subject. Similarly in our Building & Roofing and Floor Covering industries, there is a vast field for study. Our older employees learned by experience and long strenuous hours in the mills. Our younger men have more leisure, the benefit of shorter hours and labor saving machinery and should make more progress than those who had to work so hard. But they will not unless they follow systematic studies. They do not have the old school of hard knocks to teach them and, unless directed, they will waste all of their leisure given by Mr. Bird's progressive policies of an eight-hour day.

A few years ago the Neponset Review was a medium for technical discussion and training. At that time the Neponset Institute flourished and real interest was aroused in problems of the beater room, the paper machines, the laboratory and of management. The war took away those who kept up the interest in this study and up to date no successful attempt has been made to revive it.

The Manufacturing Department would welcome a revival of this technical study and will co-operate heartily in any course of study instituted. We know that this study will benefit our mills and improve our products. It will quell many doubts that arise in our minds as to the ability of the newer generation to run paper machines if we see the young men again studying such interesting problems as the proper time to beat certain materials or how to remove defects from products.

S. B. Montgomery.

BUY A HOME

On terms anyone can afford to pay.

Houses on Mylod Street, Rock Hill Street
and Rhodes Avenue.

See B. D. Rogers, Labor Bureau.

Phillipsdale Notes

PHILLIPSDALE — SUMMARY OF 1920

Another year has passed, twelve short months as we look back. Let us review them and note our progress. At the beginning of 1920 we were prepared to give the Sales Department the amount of felt they reported they would need for the coming year.

The first three months we had all the orders we could handle on account of the hard winter we experienced, which was fraught with trials and tribulations. We were hard pushed for raw stock and coal and had to organize a fleet of trucks to bring them to us from Providence. We were also up against it for storage room for our finished product, and at this time, if we had not had the loyal support of every one, we would have been unable to keep the wheels turning and hold up our production.

Our Receiving and Shipping Departments deserve much credit for the way they handled their end of it. They have had hard sledding, due to restrictions put on railroad equipment and the shortage of cars, making many a hard day's work moving stock to make room for the next day's run.

IMPORTANT CHANGES MADE

We have had many operative changes also during the last year which have worked out satisfactory. We have remodeled our Cutter Department and we now have a large, light, airy Sorting Room, equipped with a conveyor which makes it an ideal Sorting Department and as good, if not better, than any felt mill in the country.

In the Cutter Room we have installed new cutters which take less power, give shorter rags and make less dust. They are a big improvement over the old machines.

An addition has been built on to the Peater Room for the storage of papers. This was badly needed during the winter months when bales were frozen and we had no place to store them indoors.

We are trying out a new process of reducing rags to pulp without the use of the beaters and which we hope will be successful.

On the machine we have installed a No. 3 Bird Screen and added sixteen dryers to the end of the machine. We also have a new set of reels which will enable us to make much larger rolls when a few changes are made on the winder.

Power and steam—The new turbine, boiler feed pump and blower engine have been installed in the Boiler Room, bringing this department up to a more efficient condition. Our Power and Steam and Maintenance departments deserve a good deal of credit, no serious or lengthy shut-downs having occurred during the year. If the Power and Steam and Maintenance departments can continue to keep up the good work during 1921, it will go a long way to help us beat all previous records.

We want every man to realize that every minute's delay on jobs which effect the speed of the machine is a loss in production and we cannot increase this unless everyone does all he can to keep things going.

The new Emergency Room, located at the end of DP2, is under way and when finished will be equipped with the most up-to-date equipment.

The Fire Department and Emergency Crew have held monthly drills which have increased their usefulness and made them more efficient. A fair number of suggestions have been approved during the year. These little boxes mean much to all concerned and more attention should be given them. Our Safety Committee has done good work and a large number of dangerous places have been guarded. A number of employees have been cautioned as to the results of being careless.

Our organization is working together and today is better than ever. I feel that throughout every department, anyone having a grievance, either real or imaginary, knows that he will be given a hearing with every assurance of getting fair treatment. If we continue to run as smoothly during 1921 as we have in 1920, the smile which we are now all wearing will continue to be in evidence. To sum up our progress, we feel that our efforts have not been in vain and I want everyone to know that I appreciate the cooperation and respect they have given me during 1920, and I wish all A Merry Christmas and A Happy New Year.

T. G. HENDERSON, Supt.

SUPPER OF SPECIAL CREWS AT PHILLIPSDALE

On the night of December 6, the clubroom was assailed with a very appetizing odor of clam chowder and delicious coffee, which was on hand for the benefit of the Fire Brigade, Safety and Emergency Crews.

The annihilators of the banquet started to gather as soon as the whistle blew for quitting time, looking as though they could scarce wait until five o'clock, the hour scheduled for the gastronomic attack to begin. Some of the boys had been saving up their appetites for several days, and thus did Bird & Son help Clarence Pierson, Johnny Nolan, Alec Homenuck and many others cut the high cost of living. The approach of the caterer at 4.45 only agonized the hungry mob, and when the hour of 5.00 arrived, there was a din and clatter only exceeded by the men gurgling the chowder. The chowder was so good that everyone had a second helping, and would have had more only they were saving room for the coffee, ice cream and cake which were brought on in quick succession, and let me say here, that many a more pretentious banquet was put to shame by the large portions of excellent cake and delicious ice cream, served by such efficient waiters as Rex Salisbury, Frank Reed, C. Cyranok, Jack Henderson and others. Chief Hawley opened the way for Mr. Score to start his favorite pastime, talking. Mr. Score proved himself a very able entertainer in his remarks which were very much appreciated, as was evident by the applause.

Chief Henderson was next. He said that he was very much pleased with the efforts of the crews here assembled, and also remarked that there were many opportunities in all these branches, and he hoped that the interest would be kept up to its present standard.

Asst. Chief Pettingill followed, with an expression of appreciation of the entire force of Bird & Son, saying that he was just finishing his fourth year with us, and that he was really glad to be with us. Assistant Chief Inman gave a few very pleasant remarks, including one very gratifying remark that in all his experience, he had never seen accidents handled as well as in our plant. Jack Hammerli and Oscar Anderson, our night Chiefs, both gave speeches remarkable for their brevity.

Rex was greeted with long and loud applause when called upon to speak, and in this way the men showed their appreciation for the square way which Rex plays the game. When he was allowed to begin, he spoke in an easy manner, and extolled the fine spirit of co-operation which is regularly accorded him, but practicing brevity, he cut it short.

The national anthem "America" was then sung, and all hands departed, with a feeling of satisfaction below the belt, and many kind remarks for Bird & Son's donation and the work of the committee. The committee was as follows: Rex Salisbury, George Hawley, Frank Reed, C. Cyranok.

"Tixie" Billings, our chief engineer of the steam derrick, is in high glee. The bowling season is on, and if you don't know, I'll tell you that "Tixie" is some bowler. He will get stuck for as many strings as he bowls, and he will always go back and look for more. Some day he is going to win a string. Now you will all have to agree that he is some bowler.

PURCHASING — RETROSPECT AND PROSPECT

As we look back over the year 1920, we feel sure there never has been a year so fraught with difficult and perplexing problems—as scarcity of raw material and supplies, fuel, transportation and car shortages, failure of machinery manufacturers to meet promises, etc.

Prices soared to points far beyond real values and held there for months, but such conditions cannot stand the test of time, and prices are now dropping to reasonable levels and in some cases below real value caused by haste to unload.

Surely the knowledge gained by this experience is most valuable, and a new line obtained on “who is who” among our vendors or suppliers.

There is much in the present situation to inspire confidence and hope for the future.

Our National election is over and we are assured four years of sane administration of public affairs.

Our crops this year are the largest ever.

Transportation problems seem to be much improved, and it is seldom our vendors complain of car shortages.

It is a time, however, when we must watch our step.

We are deeply grateful for the hearty cooperation, support and advice from Mr. Bird and all departments, and wish all a Merry Christmas and A Happy New Year.

G. M. GRAVES,
Purchasing Department.

SERVICE AND TREASURY NOTES

In June, 1920, Miss Teresa G. O'Brien became one of the Neponset family, assuming charge of what is known as the Service Division of our office, including stenographers, file and mail clerks, duplicating machine work, telephone operators and messengers.

She has entered into her work with a knowledge of its requirements that has already shown results and with the co-operation of all departments benefits will accrue to the entire office.

Mr. M. M. Rines who came with us in November, 1905, took over a business in his home town (Plainville) which was to be sort of a side line, but it developed so rapidly as to require his full attention with the result that in November, after a service of 15 years, he severed his connection with us. The 15 years of faithful and conscientious service were appreciated by this firm and we have every reason to believe that he, too, appreciated his associations with us during that period. He leaves with our best wishes for his success.

On October 1st Mr. D. E. Merrill of the First National Bank of Boston became a member of the Neponset family, taking over the duties of Mr. Rines in the Treasurer's Department.

Miss Bertha Dunlap, although here but a year, was obliged to sever her connections with us due to sickness which has continued for the last eight months. We miss her and sincerely trust that her health will improve so that at a not distant date she will be one of us again.

H. H. M.

SOME SERVICE SMILES

“My, but these Rhodes sure give me a Paine,” exclaimed

the Head Stenographer, as she plodded along the Norwood trail. She was White with dust, and was developing a good appetite for a supper of Hamm-ond eggs. Along she jogged, and down on the Flats she met Nellie, walking rapidly. “Hullo, Nell, you're all out of breath, why all the Haste?” she cried. “I'm in a hurry to get home and get supper,” puffed Nell, “been up to the Movies—glad I Went-worth the price all right—good show.” Along a little further the H. S. met our genial Telephone Operator and said, “Dearie, I heard you were going to marry old Mr. So-and-So, is that right?” “What, me Mari-an Old-ham like that? I guess not! But look who is coming, it is Margaret in a masquerade costume. It's a Harle-Quin-lan sakes alive but she looks funny.

When our heroine reached home, instead of serving the savory meal she was expecting, all they did was to Dol-an apple out to everybody and that ended the Brown October day.
H. L. B.

FURTHER APOLOGIES TO AMY LOWELL

Slimy winding
Dark and murky
Faintly phosphorescent,
Ending abruptly
In swirling eddies—
And disappearing
Into oblivion.
The Sludge-Bed in P Office Yard.

AMERICAN LEGION NOTES

The prospects are regarded as favorable that, after a number of modifications, none of which, however, will eliminate any of the principal features of the measure, the Senate will pass the adjusted compensation bill before March 4th and that the bill will then be sent to conference where the Senate modifications will be accepted by the House. There is one thing, nevertheless, which makes uncertain any prediction of the outcome of the fight in the Senate. A group of bitter-enders, including Senators Thomas of Colorado, Gore of Oklahoma, Myers of Montana, Shields of Tennessee and Sherman of Illinois long ago served notice that they will fight the bill to the last ditch, filibustering if necessary. To this the majority of the Senate has reported that, if the bill comes out of the Committee with a favorable report, it will be voted upon if the cloture rule, shutting off debate, has to be adopted.

A Legion Christmas Tree will bring cheer in every hospital in the country where ex-service men are patients and in all orphans' homes that shelter the children of World War veterans, according to the Legion's program for hospital relief mapped out by National Headquarters. Posts in the vicinity of hospitals already are preparing for Christmas entertainments and festivities at which the maimed war heroes will be the guests. Messages of cheer also will be sent by the Legion to the families of men who died in the war. National Headquarters has arranged to send an outline of the Christmas plan to Legion hospitalization workers all over the United States.

It is interesting to note that in addition to the nineteen veterans of the World War who were reported elected to the House of Representatives on November 2nd, three others are now known to have gained seats.

The new club rooms of the Thomas H. Crowley Post of Walpole have been opened to the members. The rooms are very comfortably furnished and members are at liberty to use them at any time.

BIRD & SON, inc. EMPLOYEES' MUTUAL BENEFIT ASSOCIATION

Annual meeting and election of officers, Tuesday evening, January 11, 1921, 7.30 p. m.

BIRD HALL, EAST WALPOLE

Canadian News

The year 1920 has been a great year for Canada and for the business of Bird & Son, Ltd. in particular. It has been a successful year for us because every man and woman in our Organization came to work each morning with the determination to improve upon the results of the previous day, and to "carry on" in spite of the "thousand and one" obstacles that faced not our business alone, but of which we had our full share.

A large book would be required to tell of all the interesting things which have happened during these twelve months, so only the real history-making events and accomplishments are mentioned.

It goes without saying, that our production and sales of both felt and roofing far exceed those of any previous year, but the nicest thing about it is that our customers tell us that we have, on the whole, made better felt at Pont Rouge and better roofing at Hamilton than ever before. Had they reported otherwise, we all would have been disappointed, because we made a real effort to produce good felt and roofing. We did not sacrifice quality for production, and we never will. Not only have we made good roofing and shingles, but we are now putting them up in the best looking packages on the market. Good roofings deserve good packages.

In February we moved into our new office, erected for us right on our own property on the Peach Road. It is a modest looking place, but it is "chuck full" of light, fresh air and a genuine Bird & Son spirit.

Perhaps the pleasantest event of the year was the annual picnic of Bird & Son, Ltd. Employees' Association at Hamilton, held in August. Less than half a dozen were missing, due to illness or absence from the city, but all of our wives and children were there, and we all had the time of our lives.

The greatest undertaking of the year took place at Pont Rouge, where an immense concrete dam was started in August, which will supply the necessary additional power for driving the new Diltz beaters, the new Bird Screen, and an increased paper machine capacity of 40%. In a subsequent issue of the Review a full description of all the improvements at Pont Rouge will be given. Our Pont Rouge Mill has for years been the largest felt mill in Canada. When all of these improvements are completed it will not only turn out from two to three times as much felt paper as any other mill, but it will be, without doubt, the finest mill of its kind in Canada.

At Hamilton, our entire property, which comprises eight and a half acres, is now being enclosed with the latest style Chain Link Fence. A new and larger coal pocket is nearing completion, and everything is in readiness for the rebuilding of our No. 1 Roofing Machine. Two 300 ton storage tanks for slate are now in operation, the slate being carried from the cars to the storage tanks by a conveyor belt.

The keenest kind of interest has been taken in our Foremen's meetings, both at Hamilton and Pont Rouge, and it has been very gratifying to see the suggestions for improvements in product and equipment coming along in increased numbers.

During the year, the men whose names follow have completed ten or more years of faithful service. Some have seen continuous service with Bird & Son ever since the Hamilton factory was started in 1906:

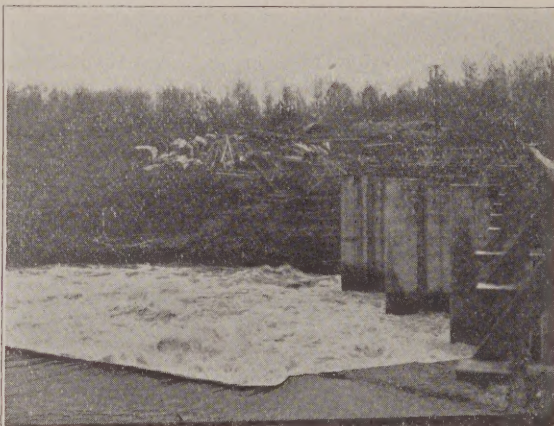
At Hamilton—H. E. Davenport, 22 years; George S. Wakeford, 13 years; C. P. Cowan, 10 years; Charles

Parson, 14 years; Joseph Sells and William Erwin, 13 years each.

At Pont Rouge—E. A. Deslisle, E. Petit, J. Lamothe, A. Tessier, 10 years each.

The Pont Rouge Mill was purchased by Bird & Son in 1908.

These men of the Hamilton Plant can easily remember when there was hardly another building within sight of our factory, but now we are surrounded by factories and homes, and to indicate how many American manufacturers have located in Hamilton, we have only to mention that during the past year the Norton Company of Worcester, Mass., have erected a modern factory just to the west



View of New Abutments from Mill

of us, and the Carr Fastener Company of Boston, Mass., are just completing a brick and concrete plant on the property adjoining ours to the east.

What about the future? All we can say is that nothing will stop Canada's future growth, and nothing can stop our growth so long as we make quality products and carry out the Bird policy in every particular. Things may be a little slow for a while, but the members of this organization are going to see to it that the year 1921 is even a better year than the one just about to close.

Fortunately, we are just starting on Art Craft Roofing in Canada, and look for a tremendous business in this one product alone during 1921.

GOOD OLD PAROID Roofing holds the same place in Canada as it does in the United States.

We are also sole manufacturers of Twin Shingles in Canada. No other manufacturer makes Oak Wall Board, and neither has anyone yet made designed roofing similar to Art Craft.

Why shouldn't we be optimistic about the future?

W. R. McNEIL.

THRIFT

If you want to know whether you are destined to be a success or not, you can easily find out.

The test is simple and infallible. Are you able to save money? If not, drop out. You will lose.

You may think not, but you will lose as sure as fate, for the seed of success is not in you.

James J. Hill.

Happiness is made of small things, the little simple pleasures of life, the sweetness and comfort of every day. We can accept them and be glad, or we can crush them under our feet, vainly looking for some great happening that shall suddenly flood life to overflowing with delight and transform all its rough places into beauty.

CANADA MANUFACTURING REVIEW

It is with considerable satisfaction that we look back over the year 1920.

One of the most gratifying conditions during the whole year has been the cooperating spirit existing in both our plants.

We have tried to do our part in making things pleasant for all of our employees, and they on the other hand have done everything in their power to show their appreciation and to help improve the efficiency of the plant.

Looking over records at both Hamilton and Pont Rouge for the first of the year and comparing them with records covering the latter part of the year, we have improved both in quality and production, perhaps not to the extent we had hoped to, but to such an extent that every single one of us can feel that we have made some gains.

I won't go into details covering the amount of work which has been accomplished, as I feel everybody connected with our plants realizes the tremendous amount of work we have endeavored to put over during the year and at the same time keep our plants running to the limit.

We also all realize that we have a tremendous amount of work to put over the year 1921. There can only be one answer, and that answer is "Results."

I wish you all a Merry Christmas, and a Happy New Year.

C. P. COWAN,
Manufacturing Manager

HAMILTON

The new Coal Pocket, capacity 600 tons, has been completed. This will make a wonderful improvement in the handling of coal whereby the cars are merely placed and then dumped directly into the pocket.

The re-covering of the outside of the Hamilton Plant has been completed as far as we planned to go this year. The contrast between our present cheerful covering and the old dark covering is wonderful.

We are going to close the year 1920 with a production record for our last running month with an average of 170 squares per hour, and for actual production covering the actual running time of over 200 squares.



Gorge of Jacques Cartier below Pont Rouge Mill

PONT ROUGE

The abnormal water conditions of the Jacques Cartier River has somewhat held up the progress of the New Dam. The water is now receding and we hope to have the entire job completed by December 31st.



Section of Dam Looking up the River

A few of the additions going into Pont Rouge at the present time include:

- Additional dryers to the Paper Machine.
- Installation of two Bird Screens.
- Replacing small beaters with No. 1000 Beaters.
- Cutter Room changes.

We have just completed the installation of a second Babcock & Wilcox water tube boiler with a capacity of 350 H. P. This gives the Pont Rouge Plant a total boiler capacity of 600 H. P. and considering the fact that we operate entirely by water power, this gives us a very wide working margin in our Power & Steam Department.

The weather at Pont Rouge is very favorable. We have not had very much snow up to the present time, and the weather has been very mild, which is going to help our coal bill somewhat.

On the other hand, we would have sooner seen the weather colder so that the river would have receded more, and we would have been able to start work on the dam earlier.

We are glad to state that we did not have a return visit of the Grippe this year, and if the healthy conditions continue, doctors will have to go out of business.

Mike Corcarran disappointed us last month. Everybody thought they were going to get an invitation to the wedding, but he is Irish, and he says it might come yet.

We are very sorry that Tom Gilpin got his finger hurt so bad, but due to the good treatment he is getting from our first aid men, his finger will soon be all right again.

Shipper Picher told us the other day that he had bought a cow. He certainly intends to get into the milk business, as he bought a goat this summer also.

Bird & Son's employees are great checkers enthusiasts, and we believe that Joseph Leclerc owns the title of being champion player. After New Year's we expect to put a prize up for the best player and will call on outside competition, so spruce up boys.

We received orders from our Hamilton Headquarters to close down the Mill on the 6th. This gives us a great opportunity of giving the Mill an overhauling, as the Mill has been running very steady for the last two years, not having lost one day for any breakdown. It also gives contract or Bishop a chance to finish the dam.

If fine weather continues at Pont Rouge, everybody will have a couple dozen of rabbits to eat for Christmas, as the hunting is very good around this part of the country this year.

F. A. D.

CHICAGO SALES

The year just passed has been, from a sales point of view, one of extremes. Starting off in January with a large amount of unshipped business, the peak was reached the middle of May when our amount of unfilled orders was greatest. From that time the manufacturing department began to catch up with sales. The last six months of the year showed different conditions and salesmen met with more and more resistance. Our new price policy finally started orders coming in

Whether 1921 will bring a tremendous amount of new building or not will not interfere with Art Craft sales. A large amount of new building will make it easier, but bad business will not reduce the number of old shingle roofs which must be recovered, and comparatively bad business will simply mean more and better salesmanship for dealers to double their 1920 sales.

A. S. DOWNEY.

CHICAGO

An Engineering Department has been added to the Chicago Plant. Its scope of work consists of planning and



Art-Craft Roofing Machine, Chicago Plant.

greater volume, and we are depending on hard, steady work and real intelligent salesmanship to continue to bring in business. Now is the time when orders show the result of high pressure salesmanship. The salesman who for the past few years has been getting orders simply by exposing himself to them is not finding the large totals on his weekly sales now.

Two weeks have passed since our new "price policy," approved at the recent sales meet-up, went into effect on November 15th. The results of these two weeks have shown that this policy was a step in the right direction. Incoming orders for the last half of November were more than four times as great as for the first half of the same month.

The specifications on incoming orders (by the large amount of Art-Craft called for) show that dealers fully realize the advantage in stocking this item. The dealer takes no risk in buying this in unsettled market conditions.

superintending all construction and maintenance of buildings, machinery and boilers. We have just completed an addition to our felt storage room and main factory building.

At present, we are overhauling No. 2 machine and making such changes as putting in a circulating system for saturation and coating.

Mr. McNay.

D. H. Miller was entertained last week by Mr. O'Connell, Mr. Dahm, and Mr. Conley. It was Miller's first night out and he passed favorably on the Winter Garden Review. Through the prestige of Miller's Star the party was able to obtain a ring-side seat and it took the remaining three to make Miller hold it when the dancing girls appeared.

"Nothing but harmony, honesty, industry, and frugality are necessary to make us a great and happy people."—George Washington in a letter to Lafayette.

NEPONSET KIDDIES



1. James Francis, Jr., son of James F. Davis, DF. 2. William and Robert, sons of W. W. Wilson FB. 3. Katherine 4. Mary 5. John, children of Dennis Broderick, FXR. 6. Leroy and Thelma, children of Charles Savage. FB. 7. Thelma, Helen and Norma, children of Henry Holter, DP. 8. Emily, Robert, Elizabeth, Margaret and Martha, children of Robert Kimball, FFJ. 9. Robert and Doris, children of Frank Reed, DP.

BIRD CLUB OPENING

The long awaited opening of the Bird Club took place on the evening of December 8th. The initial party took the form of an inspection so that the wives and friends of the members might see the magnificent club house that Bird & Son, inc., employees have secured. The club was also open from three to six o'clock in the afternoon so that those who might find it impossible to attend in the evening could have an opportunity to inspect the new quarters.

The Council, which includes P. R. Allen, J. J. White, A. H. Anderson, D. A. Jones, H. H. Miller, M. J. Hawkins, S. W. Smith, W. W. Wilson, R. W. Peakes, G. R. Wyman, R. G. LaFountain, F. B. Duncan, H. C. Jepson, E. C. Kerans and C. S. Bird, Jr., acted as reception committee. They were ably assisted in their duties by the Entertainment Committee, consisting of H. H. Miller, chairman, A. V. Wilson, J. A. Sheehan, S. W. Smith, F. H. Hird, J. E. Curran, Frank Whitehead, Joseph Conley, R. W. Peakes,

planned for regular intervals throughout the winter; and, if the opening night may be taken as an example of what the Entertainment Committee can produce, a winter crowned with many social successes is in store for the members of the club. S. F. M.

MIXED PARODY

'Twas the night before pay-day, and all through my jeans

I hunted in vain for the price of some beans;

Not a quarter was stirring, not even a jit;

The kale was off duty, milled edges had quit.

Forward, turn forward, O Time, in thy flight!

Make it tomorrow just for tonight!



BIRD CLUB MEETINGS

The Entertainment Committee have arranged for regular club meetings

Every Wednesday Evening

during the next four months.

Next meeting December 29th
8 P. M.

Entertainment

Refreshments

Music

H. C. Jepson, J. B. Maguire, W. E. Hale, Phillips Dennett, James Quinlan, George Wallace, Carl Schaier, W. R. Duncan, C. W. Conrad, E. J. Murphy, J. P. Dolan, A. C. Buell, F. L. Whitcher, William McDowell and Aldo Maini.

During the evening light refreshments in the form of coffee, punch, cider, sandwiches and fancy crackers were served by a committee consisting of S. W. Smith, John Dolan, J. B. Maguire, W. R. Duncan, Frank Whitehead and J. A. Sheehan. A few found it impossible to resist the jazz which was furnished by Dexter's Orchestra, and what little space was left by the crowd of six hundred who passed in and out during the course of the evening was utilized to good effect by the dancers.

Great credit is due Miss Marion Child for the manner in which the club house is furnished. Her planning and thoughtfulness have made it possible to have such a well arranged and altogether beautiful club house.

Work has been started on the gymnasium and is progressing satisfactorily so that within a few weeks it will be ready for occupancy. Owing to repairs that were in progress, the building was not opened for inspection along with the club house.

Entertainments of various kinds have been

QUOITS

We now have a new pair of quiting champs who have disposed of the former leaders in very conclusive fashion. Olson of FX1 and Jordan of the Bird Machine were the winning pair, while Tupper of FX1 and Stull of the Main Office found themselves on the short end of the score. The winner of three out of five matches was to be acknowledged the better pair. The scores: 19-21, 21-18, 21-14, 21-17.

Olson and Jordan are willing to take on any pair in the employ of Bird & Son for a match of three out of five games. Arrangements for same may be made by calling Olson at FX1 or at the Labor Bureau.



BOWLING

The bowling league is under way and increasing interest is being shown with every match. The teams are evenly matched with the result that all the matches have been closely contested. The standing on Dec 20 follows

	W	L
No. 2 Box Shop and Office	9	3
" 1 " " " Finishing	6	6
Main Mill	5	7
Floor Covering	4	8



MAIN MILL

Wilbur Fay and Billy Quinn have just returned from a hunting trip in the Maine woods. Billy caught a deer.

Have you noticed how Fred Duncan combs his hair now—in the middle? Fred has a reason.

We understand that Harry Wentworth broke all records recently during a trip from Hartford to Boston in his Hudson speedster.

Jack Smith believes that his new Essex can trim all previous records held by Oldfield, et al, when he gets it equipped with the new style spark plug that Charlie Paine has on the market.

Andy Urquhart surely is a dead shot. During his vacation he showed himself a Nimrod and had all the bunnies on the run.

Sam Kay, our chief draftsman, is still trying to figure out whether it is cheaper to rent or buy a storage battery for his Overland. How about it Sam?

Harry Anderson, foreman of the Machine Shop, is now sporting a new Ford Sedan. He thinks that we are in for a heavy winter and is taking no chances. The old flivver, you say? Oh! the junkman got that and says he's satisfied, too.

NOTICE: Dave Regan, Sr. has his mackniaw and yellow hat out for the winter.

What became of Ponzi's black necktie?

Freddie Duncan Jr. had just got acquainted with the whole family over the telephone when he found out that it was only the telephone operator he was talking to.

Has anybody seen Mr. Regan's new coffee grinder?

BOX SHOP

If anyone has any wood that requires chopping, we think we can solve the problem. There are two regular attendants on the trams' proverbial wood pile; namely, Dick LaFountain and Jim Maguire.

We wish to extend our heartfelt sympathies to Olive Burke. As yet she has received no answer to her advertisement for a dancing partner.

If our talented friend, Elizabeth Brady, should ever venture onto the stage for a career, she should be sure that her prompter has a soft voice. The audience would not know then when she forgot her lines.

We understand that Clara Burke has accepted an offer to appear in the Mack Sennett Comedies. She is to play opposite Ben Turpin in that heartbreaking play, "Only a Factory Girl."

BUILDING AND ROOFING PLANT

The boys at the Sand Plant are well pleased with the improvements on the buildings. Feeney says that the Bradley boys and Jack Ryan are some carpenters.

We have heard of "high rollers," "holy rollers" and roller skates, but the roll that Fitzgerald suggested on the No. 1 winder is the best bet with the men on the front end.

Cicci Erasmus had the misfortune to trip on the railroad track while coming to work on Monday, November 29th, and fracture his ankle. He was treated at the Norwood Hospital and is still disabled. However, we hope to have him back in a few weeks.

The new electric charging station for the electric trucks is now being installed and is expected to be complete by the New Year.

The old elevator in the Shipping Department which has done yeoman service has been shut down for overhauling,

and the new ten ton elevator is taking care of present business.

Mr. Wallace Smith has been appointed to take care of the stockroom in FBV.

Mr. Jepson heard of a place over in Medfield where Fords are painted and gold letters painted on the doors for \$35.00. Mr. Jepson thought it was a bargain so he has sent his Ford over to be redecorated.

FLOOR COVERING PLANT

William Olsevitch and Julius Zekar attended the wedding of J. Gill at Nashua, N. H. Gill was formerly employed at FFF.

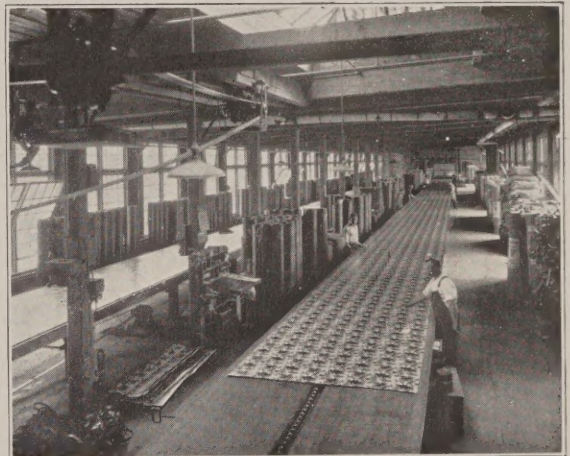
John Forristall has returned after several weeks' hunting in New Hampshire. John reports game plentiful, but you can't prove it by what he brought back.

Stephen Atkins is confined to his home with rheumatic fever. We all wish Steve a speedy recovery.

John Hurley spent the week-end at Ipswich gathering sea-food.

Hertzberg, one of our inspectors, was seen in town buying a ring. We all wish him luck.

It seems natural to the old members of the Fire Department to hear the fire whistle blowing again, calling them to drill. This should be a good reminder and increase our attendance. The company at its last drill had a very interesting lecture on the sprinkler system at FF by Chief Sheehan.



Inspection Tables. Finishing Dept., Floor Covering Plant.

Everyone in FF is very much interested in the coming wrestling match (225 pound class) between Patterson and Shergals to be staged sometime in the near future. The winner is going to challenge Rouillard.

We are all proud of the improvement on the banks of the river that runs through our yard. The men who dredged it certainly did good work.

OTTO AND HIS AUTO

He used to be a wrestler

In those days of long ago

And he conquered all his rivals

With many a lusty blow.

But now at last he's met his match,
Since he bought that brand new car;
And Otto's not the same old Otto —
He's quite a different man.

He wrestles now with levers
And wrestles with the gears.
His brow is knit with worry
And his soul is filled with fears.

And as he starts along the road,
With many a jerk and jump,
You can hear him say, from amongst the hay,
"Yimminy, what a yump."

Jerry, the FF Office Cat.

Laugh !

+ + +

Build for yourself a strong box,
Fashion each part with care ;
Fit it with hasp and padlock,
Put all your troubles there.
Hide therein all your failures,
And each bitter tear you quaff,
Lock all your heartaches within it,
Then—sit on the lid and laugh.

Tell no one of its contents ;
Never its secrets share ;
Drop in your cares and worries,
Keep them forever there.
Hide them from sight so completely
The world will never dream half,
Fasten the top down securely,
Then—sit on the lid and laugh.

[Author Unknown.]



The Neponset Review

Vol. VIII

FEBRUARY, 1921

No. 2

THE FEBRUARY REVIEW

In keeping with the crying need for economy in these times, we are issuing a modified and much smaller number than has ever appeared before, containing only brief and important messages for our readers.

The Editor.

THE WHY OF SHORT TIME

The demand for goods is decreasing. There is no doubt of that. It has been diminishing for the past four months. The much abused public (and that means all of us), assisted by economic forces, has lowered the demand for goods and cut down the sales. No one knows where it will end.

It has all come about in a very natural way. Rising prices have absorbed all the country's available capital. When prices rise so high that all working capital is used up, prices must fall because producers and dealers must sell their stock to keep from becoming insolvent.

When the demand for goods slackened off, merchants began to reduce prices and cancelled orders for new goods. This forced producers to curtail production and run on short time.

It is the public, the ultimate consumer, that has the final say when prices have gone too high. The public has been entirely disregarded in the adjustments of strikes, but now it is acting.

Employment depends on sales to the ultimate consumer. We have, indeed, been fortunate in being able to keep our mills running nearly full production up to within a short time ago. It was only a question of time, however; it had to come just as it had to come in practically all the industries of the country. When the consumer will not buy from the dealer the dealer will not, and cannot, buy from the producer.

The prosperity of our business, in fact of most business, depends upon the purchasing power of a prosperous people, made up for the most part of prosperous farmers and well paid workers. For the moment we are out of balance. The farmers are really hit hard. Getting down to stable business requires considerable horse sense and is accompanied by some pretty hard bumps. But within the year we think stability will be found and, once established, there will be work for everybody because many have gone without buying even necessities and there must be a genuine hunger for goods.

B. D. R.

MANUFACTURING DEPARTMENTS READY FOR BIG BUSINESS IN 1921

We are starting out at the beginning of the year with some departments down and others running on nearly three-quarter time, the plan being to fill orders as they come in, and to fill our storehouses, making every effort to keep as many of our men employed as possible.

We are looking for good business, in fact within a short time we expect all departments will be in excellent condition for normal running. In the meantime we are gradually adding to the running schedule in the various departments, as conditions warrant.

During our slack period, each superintendent has been looking over his equipment, taking care of the ordering of spare parts for the machines, replacing worn parts, and completing work on improvements necessary for required production and highest quality.

It can easily be seen that a return to normal conditions in 1921 will mean keener competition, and therefore, a necessity for higher quality in all lines of manufacture. We are working for this high quality and propose to keep NEPONSET Products at the head of the list.

We also propose, through improvements and savings that we have made, to push production when the time comes to a point where it will mean increased service

to our customers, which really is the keynote of success. We expect to be in a position to make prompter shipments this year than ever before.

Several changes have been made in the side tracks at our Norwood Plant which will facilitate prompt loading of cars—a factor in the question of service. Our plants were never in as good condition to do business as they are today. Practically every department has been thoroughly renovated, and proper installations made to make our mills pleasant places in which to work.

During the past few years there has been such a scarcity of houses that it has been hard to induce men with families to come to our section. This matter has had the attention of the housing company now, and houses are available at the present time in Norwood, East Walpole and Phillipsdale. Improved conditions will aid in reducing our labor turn-over.

We encourage deserving employees in every way possible to stay with us, which is much better for them, and better for us. This is borne out by our long-service list, which is gradually growing to a substantial number.

We should not think of the present situation on the basis of how bad it is, but rather on the basis of how good it is. We consider that we are very well off, with business as it is, to be able to keep most of our departments operating somewhat over half time.

I was told a few days ago that one man's guess in regard to business was as good as another's. Personally I have enough confidence in the country, and the business of the country, to state that I believe we will be back to nearly normal conditions by the middle of March, if the weather remains open, and that we will be running at top notch, and perhaps extra time, by the middle of April.

Let us be optimistic and not worry about the other fellow's part, but do each task that comes to us in the quickest and the best manner possible.

GEORGE R. WYMAN,
Manufacturing Manager.

THE BUILDING OUTLOOK

It is estimated that about 80% of the production of the entire prepared roofing and asphalt shingle industry was used last year in connection with repair and re-roofing work, and additions to present dwellings and plants. Ask any dealer if it was easy for him at any time last year to have his orders promptly filled by any manufacturer of roofings. He will tell you that he waited weeks, and sometimes months, that he had more orders from customers than he could attend to, and that, bearing in mind the record of 1920, he expects just as much and probably a greater call for roofing materials in 1921.

We sell practically all of the output of our building and roofing mills through local lumber, hardware, and building supply dealers, and neither they nor we look with anything but optimism upon 1921. There are two reasons for this, first that dealers as well as ourselves recognize that repairing and reroofing work is always with us; the other that the whole country has been sold on the idea that QUALITY roll roofings and asphalt shingles give the best results for the money invested and consequently are supplanting other types of roofings such as wooden shingles, slate and tin.

P. H. B.

BOX DIVISION

The Box Division is beginning the new year with optimism regarding future business on all its products, and a firm resolve on the part of each optimist to do his share—and more—to make the hoped-for conditions materialize at the earliest possible date.

Our Fibre Case Department is running on part time, but with the increased activity since the first of the year we hope to soon increase this running time. Many of our customers overstocked last year, but this stock is

fast becoming depleted, and this should mean a return to our normal volume of business by spring.

Shoe Carton business is dependent for its revival upon a general improvement in the shoe manufacturing industry. Reports from many manufacturers point to improved conditions, and it should not be long before this manifests itself in a demand for cartons.

Tack box orders held up remarkably well during the latter part of last year, the present condition of our customers' stock indicates increased orders for this spring.

Flower pots—our own seasonal product—are now being ordered for spring trade, and we have been busy for months accumulating a stock to meet this spring's demands which we feel will be the largest in our history.

A. C. B.

SPECIAL PAPERS

Not much to say for fear of being called egotists.

We exceeded our budget for 1920—we are going to do it again for 1921.

We got splendid cooperation from the manufacturing last year—we expect it again this year—and thus we are able to furnish the quality, quantities and service which makes for good business.

We do not look upon our obligations lightly and we certainly do not expect our customers to do otherwise. Our ethics in business are according to Golden Rule principles—honesty in every feature always was the best policy and its the only policy today.

Yours truly,

Where you bo't that Press Board
and all special papers.
Bartlett and Hird,
Co-managers of Special Paper Dept.

FLOOR COVERING SITUATION

The so-called "consumers' strike" has had one good result. It has put an end to feverish buying of all sorts of merchandise without much regard for quality or price.

Today consumers are distinctly more particular about both price and quality. They are insisting on good value at a reasonable cost. This condition is all in our favor, as our appeal for business is based primarily on the merits of our products.

Another favorable factor is that, generally speaking, floor covering stocks on dealers' hands are comparatively small. Most merchants are in a position to buy just as soon as they are satisfied that prices are low.

Incoming orders are beginning to reflect the confidence which is spreading over the country that prices are very close to the low point and that the time has come to buy.

Most important of all, however, is the splendid progress we are making on our Rug Plant. Nothing could mean so much to us just now. Our dealers and salesmen are impatiently awaiting the NEPONSET Rug. We all know that the day we first make 9 x 12 rugs will be set off in Red Letters on Bird & Son's Calendar.

E. C. K.

INCOME TAX RETURNS — 1921

State Income Tax returns must be filed on or before March 1st by everyone whose total income during this year 1920 was over \$2000.

Federal Income Tax returns must be filed on or before March 15th by everyone whose total income during the year 1920 amount to:

(a) \$1000 if single or if married and not living with wife (or husband).

(b) \$2000 if married and living with wife (or husband).

We have State Tax blanks at the Labor Bureau and also expect a supply of Federal Blanks in a short while.

We are also glad to assist any of our fellow employees in filling out these returns.

February 1, 1921.

Labor Bureau.

BIRD CLUB NOTES

The Entertainment Committees for December and January are to be congratulated on the excellent meetings that were arranged. They have set a standard which the committees for the following months will find it difficult to equal.

The February meetings will be in charge of a committee composed of Joseph E. Conley, chairman, John P. Dolan, Wallace R. Duncan and J. E. Curran. Interesting programs have been planned for each Friday night of the month.

Because it was found that many of the members were unable to attend club meetings on Wednesday, it was voted, at the first meeting in January, to change the regular meeting night to Friday.

The plumber has nearly completed installing shower baths and other equipment in the basement of the gymnasium and the hall is being equipped for basket-ball and other games.

Members desiring meals at the Bird Club can make arrangements for same with Mr. Donovan, the steward, or the Club House not later than one hour before the appointed meal. The telephone number is 283-4. The scale of prices is as follows: breakfast, \$.50; luncheon, \$.65; dinner, \$1.00.

EMPLOYEES' MUTUAL BENEFIT ASSOCIATION

The twentieth annual meeting of Bird and Son, inc., Employees' Mutual Benefit Association was held in Bird hall, January 11th, at 7.45 P. M.

The Secretary's report showed that there were now 1106 members in the association, an increase of 108 over 1919.

The treasurer reported that \$4979 had been paid during 1920 in physicians' fees and \$11,514.53 in sick benefits.

The following officers were elected for 1921:

President, Andrew C. Urquhart; vice president, William F. Geary; secretary, D. J. Cullinane; treasurer, J. J. Linnehan.

Investigating committee—John F. Dower, Frank Murphy, John E. Curran, Mary Scanlon, and Edward Geraghty.

Nominating committee—Stephen W. Smith, James E. Smith, and Edmund Murphy.

Mr. George Nolan and Walter Gill were delegates from the Phillipsdale branch who attended the annual meeting.

D. J. C.

PAPER MAKERS' ANNUAL BANQUET

The Fourth Annual Banquet of the Paper Makers' Social Club was held in the Brigade Room on New Year's Day.

Among the guests were Mr. P. R. Allen and Mr. G. R. Wyman, who spoke briefly of events and business during 1920; and both spoke very optimistically of 1921.

Following the banquet and entertainment, the Club elected the following officers for 1921: D. A. Jones, president; Walter Sword, vice-president; J. M. Smith, recording secretary; Michael McDonough, financial secretary; W. H. Boyden, Jr., treasurer.

J. J. S.

NEPONSET COOPERATIVE STORE

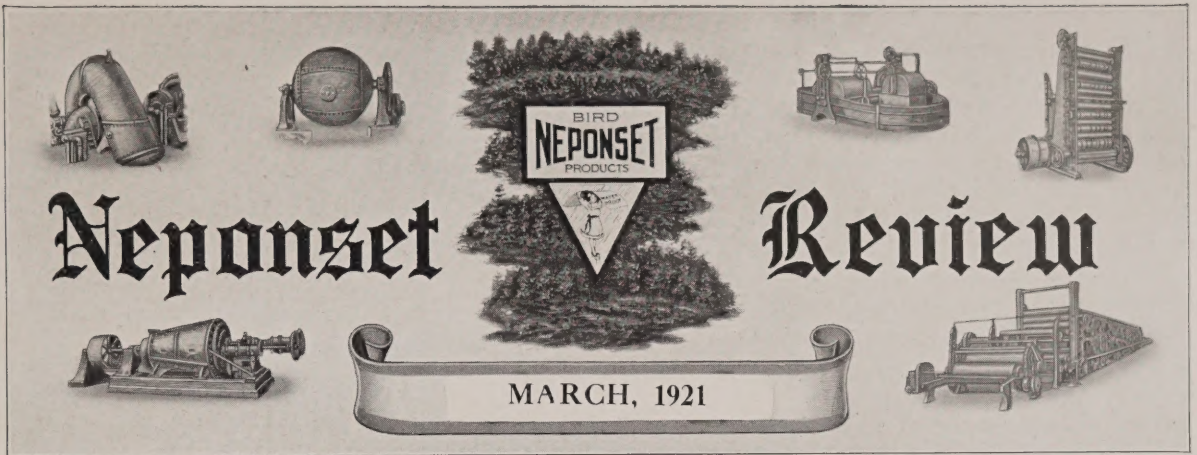
At the recent meeting of the stockholders of the Neponset Cooperative Store the following Directors were elected: L. M. Pratt, C. O. Littlefield, W. W. Wilson, S. W. Smith, and W. F. Sline. H. H. Miller was elected Treasurer and W. F. Geary, clerk.

The directors have elected Mr. L. M. Pratt President for 1921.

Mr. George Marsters, formerly of the Fanueil Hall Market, has been engaged as manager.

SUGGESTIONS

Owing to the small amount of space, we are not able to publish a list of suggestion winners this month. It might be interesting to know, however, that during the year 1920 there were 705 suggestions submitted to the committee, of which 212 were accepted and awarded prizes.



MEET-UP OF BUILDING AND ROOFING SALESMEN



A GROUP OF BUILDING & ROOFING SALESMEN AT BIRD CLUB.

For the first time in a number of years, all the salesmen from the Eastern and Southern Divisions came together in East Walpole on December 29th for a most successful meet-up.

They made a trip through the mill and later in the morning, at the Bird Club, heard interesting

talks by representative men of the organization on the relation between the salesmen and the various home office departments; as Traffic, Credit and Manufacturing.

After luncheon, a discussion of particular and important problems of selling and advertising was held; and, in the evening, most of the sales-

men stayed for the regular meeting and entertainment of the Bird Club.

The responsibility which now rests on the sales force to keep the mills running was emphasized and the men who attended the meet-up went back to their various territories with new enthusiasm and a determination to make this a record year in placing Neponset products.

FLOOR COVERING SALESMEN'S MEET-UP

We never had a better illustration of the advantage of getting in our salesmen for a general exchange of ideas.

Our conferences were particularly successful and the visit to our mill aroused a great deal of enthusiasm among the men.

The Bird Club made it possible to hold our meetings and entertain the men all together more comfortably than ever before. Everybody voted it a real addition to the institution.

ANNIVERSARY BOOKLET

Hundreds of congratulatory letters have been received acknowledging the 125th Anniversary Booklet which was sent out to our dealers and others with whom we do business. It is certainly an inspiration to any member of our organization to look through this large number of letters and learn the esteem in which Bird & Son, inc., is held by their business associates.

As it is impossible for most of us to look through these letters, we are quoting in part from a few of them:

"We received the very handsome book published on the occasion of your one hundred and twenty-fifth anniversary. We tender our congratulations for the success your Company has achieved and the most excellent reputation it bears, and extend our best wishes for a continuance of its growth and service."

(Signed) The Standard Paint Company.

"We wish to congratulate you on the wonderful stable and continuous growth of your company, as well as the very nice way in which your Anniversary book is gotten up. We are very glad to have the opportunity and the privilege of doing business with a substantial and honorable concern like yours and we hope that our business relations will continue into the future for a long, long time."

(Signed) Staso Laminated Slate Company.

"Incidentally, let me say that a concern that has maintained its business and its policies for a period of one hundred and twenty-five years, is certainly to be congratulated. Sometime, in the ordinary course of events, we look upon ourselves as an old institution, having existed in this country for some forty years, but when we think over the past business history of a concern of your age, we feel in a manner of speaking like children."

(Signed) The Allen A Company.

"In 1919, when we observed our centennial, much correspondence passed through our office of a friendly sort, but no letters made on us more lasting impression than those you wrote.

"The spirit and sentiment expressed in your greetings appealed very strongly to us and we find them again in the handsome pamphlet you have now issued. It is almost gratuitous to speak of the make-up of this pamphlet, its paper, illustrations, type, etc., which are so obviously admirable.

"What we do wish to emphasize is our appreciation of

the fact that with a business of the magnitude of yours, employing such a number of workers, you have steadily adhered to the ideal of a human relation between humans and have made Bird & Son's plants desirable places to the men and women engaged in them. If more employers would act on this principle troubles in industry would be largely removed."

(Signed) Wm. T. Reynolds & Co., inc.

"It is our opinion that your business has not only been successful but also the constructive pioneering which has been your privilege to perform has helped our business and any other firm who is privileged to call themselves part of the industry."

(Signed) Hummel & Downing Company.

"We take a pardonable pride in being able to serve people of your standing in the business world, and trust that we shall continue to merit the privilege."

(Signed) Union Oil Company of California.

"We take pleasure in acknowledging receipt of your One Hundred and Twenty-fifth Anniversary booklet and it is very interesting, and also a great tribute to your good Company which was established so many, many years ago. I want to congratulate you most heartily."

(Signed) Carpenter Paper Company.

"It seems to us the founder of your house was well named, for when we speak of birds in this country our thoughts run to the eagle, which soars so high and maintains the position of dignity, as does your organization. May it always be as lofty."

(Signed) Toch Brothers.

WHEN THE ANNIVERSARY BOOKLET IS DELIVERED

The four hundred copies short.
The ninety that are off register.
The wrong color of the tint block.
The half-tone vignette that didn't.
The twenty-six mis-spelled words.
The damning of the proofreader.
The knowledge that you yourself passed the errors.
The punk punctuation marks.
The bad paragraph breaks.
The smudge on the President's portrait.
The blame the printer gets.
The cussing out of the engraver.
The deckle edge that didn't.
The gold that smears and rubs off.
The out-of-register parts.
The poor binding.
The cover stock that cracks.
The general feeling of despair.
The frightful job of mailing.
The returns because of wrong addresses.
The praise from the Big Boss.
The congratulatory letters from the Trade.
The sudden realization that it's not so awful bad.

ROADS ARE SURELY ROUGH OUT AROUND SOUTH WALPOLE IF THIS MAN IS TRUTHFUL

Foxboro, Jan. 29—The open Winter is creating havoc with the roadbeds.

A stranger recently came into the Cohasset House and said he had just come from South Walpole on the bus.

When he started from South Walpole he had three silver dollars in his pocket, but when he arrived here, he said the three silver dollars had been worn down to dimes.

HOW MANY SHARES HAVE YOU?

The Walpole Co-operative Bank will issue a new series in March and each three months thereafter. To those who desire to make savings through our Co-operative Banks:—

Take advantage of this opportunity by using one of the best methods of saving that is known—conservatively managed and paying 6% interest on deposits.
—Labor Bureau.

NEPONSET CREDIT UNION

Notice has been issued to all prospective borrowers, through the medium of the various bulletin boards, that this Committee holds its regular meetings on Tuesday afternoon of each week at 4.40 o'clock. In order to save time, will those desiring to borrow arrange to meet the Committee at the Main Office, as stated above; and when the case is so urgent that it cannot wait, the Committee will be more than pleased to accommodate the borrower.

CREDIT COMMITTEE.

BAD MONEY

If you found a counterfeit dime, a plugged quarter, or a Mexican dollar in your pay envelope on pay day, what would you do?

Of course, you would.

Well—did you ever take count of the spurious minutes you passed off on the firm in a week, for which you expected them and for which they did pay you good money?

Did you ever check up your time as closely as you checked up the contents of the pay envelope?

Think it over.

ROOFS

The road is wide and the stars are out and the breath of the night is sweet,
And this is the time when wanderlust should seize upon my feet.

But I'm glad to turn from the open road and the starlight on my face,
And to leave the splendor of out-doors for a human dwelling place.

I never have seen a vagabond who really liked to roam
All up and down the streets of the world and not to have a home;

The tramp who slept in your barn last night and left at the break of day
Will wander only until he finds another place to stay.

A gypsy-man will sleep in his cart with canvas overhead,

Or else he'll go into his tent when it is time for bed.
He'll sit on the grass and take his ease so long as the sun is high,

But when it is dark he wants a roof to keep away the sky.

If you call a gypsy a vagabond, I think you do him wrong,
For he never goes a-travelling but he takes his home along.
And the only reason a road is good, as every wanderer knows,

Is just because of the homes, the homes, the homes to which it goes.

They say that life is a highway and its milestones are the years,

And now and then there's a toll-gate where you buy your way with tears.

It's a rough road and a steep road and it stretches broad and far,

But at last it leads to a golden Town where golden houses are.

JOYCE KILMER.



WE ARE MEMBERS OF THE
NATIONAL SAFETY COUNCIL



ACCIDENT RECORD

January—1921

During January, 1921, there were 13 compensable accidents; six involved lost time, with a total of 114 days lost. The accidents were distributed as follows:

Main Office	1
Main Mill	6
DMH	3
DMC	1
EMM	1
FXF	1
Building & Roofing	5
FBP	4
FBK	2
Floor Covering	1
FFM	1

In two cases where accidents occurred in the Stock Handling Department, the hook slipped.

Two men at the Building & Roofing plant were burned by asphalt.

The only way to prevent these accidents is to BE CAREFUL—ALL THE TIME.

FIRE HAZARDS OF GASOLINE

The Industrial Commission of Wisconsin has sent out a warning against the introduction of the hazards of gasoline into the home. It says:

"Put two gallons of gasoline and two ounces of solvite soap in a wash boiler or large dishpan and do your dry cleaning at home," is the deadly advice of the manufacturers of solvite, a gasoline soap.

"Put three quarts of gasoline in a deep pail with a heaping teaspoonful of borax. Put mop in and soak over night. In morning wash mop in gasoline until clean, then rinse in one quart of clean gasoline, let dry," is the equally dangerous advice of another on cleaning mops.

"Dissolve a bar of good white soap in a quart of hot water, add one pint of gasoline and one tablespoonful of ammonia. Mix thoroughly. Scrub small area of rug with stiff brush dipped in this paste. Scrape up lather with a broad putty knife and wipe with damp cloth," is the vicious advice of a third on rug cleaning at home.

These three, and such as these, are short and sure methods to join the heavenly choir. Order the doctor, nurse, coroner, undertaker and fire department in advance.

Cleaning gloves or fabrics in gasoline indoors, or spraying bedroom furniture with gasoline to exterminate vermin are equally dangerous practices. During all three operations the gasoline constantly evaporates and the fumes mix with the air. Being nearly three times heavier than air, they flow along the floor like a stream of water, lodging in the low places, perhaps fifty feet away from their source. The explosive force of this mixture is fourteen times greater than dynamite. The tiny drop of gasoline evaporated and exploded by an electric spark propels the heaviest truck. A spark from a horseshoe or an iron tool, a match, an open light, grate, stove or furnace, will explode this death-dealing mixture.

You cannot see this creeping foe on the floor, nor foresee the spark which may set it off to destroy life and property. Your only safeguard is not to use gasoline indoors at all, and to store what gasoline you have in an evaporation-proof container.

The safety of the home and family is largely in the mother's keeping. She cannot afford to endanger them or herself by engaging in highly dangerous practices, to which we have alluded above.

WILL GO INTO PAPER STOCK BUSINESS

On Wednesday evening, January 26th, 1921, about forty of office and mill associates of Mr. George M. Graves tendered him a Surprise Party at the Bird Club, to fittingly observe his long years of service with Bird & Son, inc., and to wish him every success in his new business venture.

Mr. Graves is leaving, after being connected with Bird & Son, inc. for thirty years, to enter the paper stock business for himself, and to have his principal office in Boston.

On February 15th, he left on an extensive business trip to Europe, where he will renew old acquaintances in the paper stock business and no doubt make new connections with others in this line, which will be due to the changes and ravages of the world war, right in the zone of which great tonnage of our stock formerly originated.

It was in 1891 that George (as he is so familiarly known to all the old associates) came from his home town in Millbury, Mass., to take up the regular duties of the "office boy" but he was not of the caliber to stay "put" and so within a few years he began to look after the small supplies, which soon grew to large ones, and take over the duties as then cared for by Mr. W. K. Churchill of ordering "the goods" that are needed to run a mill and make the great variety of papers that have always been produced at East Walpole.

He was never tied "by the whistle"; it was mostly long hours, for he has ever been one to learn something new each day, and thus his knowledge of mill and paper stock is from A to Z; he has few, if any, equal in this respect.

He not only purchased but he saw the stock sorted, baled, shipped and finally opened up, placed in the beaters and woe to the fellow who "deaconed" the bales or shipped stones and rubbish. A *cheat* always regretted his attempt to pass off anything different than what was ordered; back it would go, freight and handling charges collect, making a loss of money and much embarrassment, never to be repeated.

Some of his dealings are with a class of people who would not hesitate to offer temptation, but never once in all this time did he fail. His deals were always clean and honest to the core, consummated by true American business ethics, when an order was always an order and every obligation treated as sacred as a bond.

His tremendous duties of late years have kept him on the road traveling to many cities, which enabled him to keep in the closest touch with the business conditions in his line, until he became (as some of the largest stock distributors have



G. M. GRAVES

said) fairly "canny" in his foresight as to when and when not to buy.

His ever fair and square dealings have fostered the good name of Bird & Son, inc.; at the same time, earned for him a host of friends—that is one of the best and most satisfactory assets to a business life.

His leaving the institution would be looked upon by all with the keenest regret if we could not but anticipate that he will still have relations with the mill, in selling, from time to time, the employer for whom he has purchased so successfully.

Glowing tributes were paid to him at the dinner by all those present and a travelling case was also presented as a token of friendship and a remembrance of the occasion.

—E. H. B.

FEDERAL INCOME TAX RETURNS

Last Call for Income Tax Returns!

The Federal Income Tax returns must be filed on or before March 15th, by anyone whose total income during the year 1920, amounted to

- (a) \$2,000 if married and living with wife.
- (b) \$1,000 if single or if married and not living with wife.

The Labor Bureau will be glad to give any assistance to any Bird & Son fellow employees in making out their returns between 4.40 and 5.30 P. M.

THE WORLD'S FIRST INDUSTRY

Since time immemorial, controversies have arisen as to which is the oldest industry and when such industry first came into being.

The paper industry was the first one, we assert, and existed we are led to believe even in the Garden of Eden. No doubt, the reader is dubious concerning this statement but we reaffirm our belief in it.

When all the beasts of the field, fowl of the air, fish in the sea, and every other working, creeping, flying, swimming thing was created, among that many hued, many tempered, and variously positioned crew, was turned loose the wasp.

The wasp was a home lover and home builder. He was brought into being with the desire for a home and everyone ever having seen a wasp's home, knows it is made of paper—perhaps not the kind in general usage, such as we recognize as paper, but nevertheless paper it is.

The fact of the matter is, every wasp is a born paper maker. It is probable that the very first day he came into being he visualized a bungalow for the future Mrs. Wasp and, as all industrious people do, immediately set to work creating it. If you do not believe wasp's homes are made of paper you are welcome to tear one down and carefully examine it. If Mr. Wasp is home, you will, no doubt, get stung—not the result of finding that the material is anything other than paper, but as retribution for breaking up the home of a happy family.

—Paper & Pulp.

OIL BURNING INSTALLATION AT FB PLANT

The Boiler Room at the Building and Roofing Plant has recently undergone quite extensive changes to permit the substitution of oil for coal as fuel.

The boiler equipment consisted of one 300 H. P. Edgemoor, one 300 H. P. Babcock & Wilcox and two 250 H. P. Heine boilers, all hand fired, together with such auxiliaries as Green Fuel Economizer, Webster Feed Water Heater and the necessary steam and electric driven feed water pumps.

The plans, which were laid down by Messrs. C. T. Main, engineers, called for rebuilding the furnaces of the Edgemoor, B. & W. and one Heine boiler in order to permit of efficiently burning oil under these boilers. The remaining Heine boiler will be used for burning waste materials from the mills.

Each of the three boilers using oil has been fitted with a set of two burners manufactured by W. N. Best, Inc., using steam as the atomizing agent. In connection with the burners there is a duplicate pumping and oil heating equipment, consisting of two $5\frac{1}{4} \times 3\frac{1}{2} \times 5$ steam driven oil pumps mounted on separate stands with cylindrical heaters beneath, through which the oil passes and is warmed on its way from the pumps to the burners. For ordinary operation, only one pump and heater is required, the other serving in case of a breakdown. Draft control for each boiler is used in connection with the oil supplied to the boilers.

In the burner supply and return line there are two-inch oil meters, the difference between their readings showing the number of gallons supplied each day to the boilers.

Alongside the Boiler House and buried in the ground, are two steel service tanks, totaling in capacity about 8500 gallons. It is from these tanks that the burner pumps draw their oil for feeding directly to the heaters and burners.

Just northwest of the Boiler House are the oil storage tanks. At present three 20,000 gallon steel tanks have been placed in the ground. More tanks will follow as conditions warrant their need. Close by the tanks, the oil transfer pump, a $7\frac{1}{2} \times 4\frac{1}{2} \times 10$ steam driven machine, will be housed. This house also contains a four-inch piston oil meter to check quantities of oil unloaded from the cars. All storage and service tanks are fitted with remote reading depth gauges arranged to show the number of inches of oil in each tank.

The course of the fuel oil from the unloading of the tank cars to boiler furnaces will be as follows:

Cars loaded with fuel oil will be shifted to their stations on the tank car siding known as "the hill." Connections will be made from the tank car to the six inch pipe line which parallels the track and which finally runs down underground to come up again at the transfer pump house. This pipe line is warmed by means of a steam line running alongside of it and both are concealed by a high quality insulating shell known to the trade as Ric-will covering.

From the point at the transfer pump house the oil will flow through a strainer for the purpose of trapping off the sand or other foreign matter. The oil will then pass through the four-inch meter which will register the num-

ber of gallons unloaded. From this point the piping is so arranged that the oil will flow directly to any specified storage tank or, should it be required to get the car unloaded in a hurry, the transfer pump will be started and the oil sucked through the line from the cars and pumped into the storage tanks.

From the storage tanks the oil will be drawn by the transfer pump and pumped to the two service tanks located alongside the Boiler House. In these tanks the oil will be heated to a temperature of about 120 degrees by means of steam coils placed within the tanks. It will be the purpose of these service tanks to hold enough oil for about two days run and to serve as a reservoir into which the surplus oil not used by the burners will return.

From the service tanks the oil will be picked up by the burner pump, forced through the heater, where its temperature will be raised to about 140 degrees, thence through a meter and finally to the burner to be sprayed or atomized into the furnace of the boiler where it will be burned. In order that the burners will always be supplied with oil of the proper temperature, a return oil line will be provided to take care of the surplus oil not used by the burners. By means of the return line, also provided with a meter, the oil will be kept in constant circulation between the service tanks and the burners.

This work has now been completed and the storage tanks, service tanks and all piping and meters are in place.

The changing over of the boiler furnaces was done by the Frank E. Ross Co., Boston. The Engineer Company of New York, besides furnishing the draft regulators, also installed their type of cast baffle walls. Braman, Dow Co., Boston, did the piping and the M. W. Allen Construction Co. the trenching and excavation work. F. Knight and Son, Boston, have placed all tanks in position. All pumps and meters are of the Worthington duplex piston pattern.

J. W. F.

IF

If he fell into the ocean would William turn into salt Sellers?

If P. R. Allen wanted to talk to a salesman which one would Bill Hale?

If you gave Jesse Ghen a paint brush would it make Jesse Gay?

If he called himself up on the telephone would Central give George the Towle operator?

Is Jimmy Dine's joint popular because it's where David Bowles?

If a machine busted would H. C. Anderson get Rasch.

If Ponzi started up in East Walpole how much would Theresa Burbank?

If August Linde asked his boss for a vacation how long a trip would Marshall Grant?

If 2000 pounds of coal make one kind of a ton how much does John D. Countway?

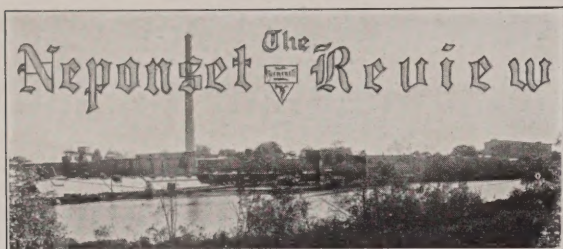
If Jigg can go ten miles in his fliv without an accident how far would Frank Sego?

If rice is a healthy vegetable eaten by the Chinese is Tommy Rice?

If the Floor Covering is full of handsome men is Charley Fairest?

There was a man who fancied that
By driving good and fast,
He'd get his car across the track
Before the train came past;

He'd miss the engine by an inch,
And make the train-hands sore;
There was a man who fancied this,
There isn't any more.



Vol. VIII.

MARCH, 1921

No. 3.

Published Monthly by Employees of Bird & Son, Inc
at East Walpole, Massachusetts, U. S. A.

Editor and Publisher, B. D. ROGERS

Correspondents

Sales	P. H. BAILEY
Library	A. S. BLANEY
Suggestions	M. E. KALER
Building and Roofing	W. W. WILSON
Floor Covering	R. W. PEAKES
Main Office	A. M. BROWN
Pont Rouge	E. A. DESLISLE
Hamilton	W. R. MCNEIL
Phillipsdale	T. G. HENDERSON
Main Mill	S. W. SMITH
Chicago	M. L. CATON
Athletics	A. W. SMITH
Health	H. J. EBBS

Printer
F. R. MEYER

Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

A man should never be ashamed to own that he has been in the wrong; it is but saying in other words that he is wiser today than he was yesterday.
—William Penn.

CO-OPERATION

No individual can get out a good magazine alone. It requires the assistance and co-operation of all. Let all who have articles or suggestions hand them in. What you are asked to do may be of more importance than you believe. Do it with a will! Help make the "Review" one of the best papers in the country.

"BUILDING AND ROOFING PLANT"

Let's call it by the right name

It has become a habit with some of us to speak of the Building and Roofing Plant as the "Paroid Mill."

Without going into the history of how the name started, and now that Paroid is by no means the only product that we make there, it is quite important to call the plant by its proper name.

The official name for our Norwood Plant is "BUILDING & ROOFING PLANT." Let's see to it that everyone calls it by that name.

BENEFIT CHECK LOST

A few months ago every member of the Benefit Association was sent post cards and a notice stat-

ing that whenever they were absent from work they should notify the Secretary upon one of the cards.

Since the first of the year, there have been a few members who neglected to send these cards in; consequently, no investigation could be made of their cases at all and they did not receive their benefits.

The Investigating Committee of the Association is only following the By-Laws regarding these notices, and every member should see to it, when they are out, that a notice is sent to the Benefit Association within seven days from the start of his disability.

Extra post cards for notifying can be procured of the Secretary or through the Labor Bureau.

WHY BUY A HOME?

First—Because my friends own property and I should have pride enough in my ability to take care of my family as well as my friends have done.

Second—To be a home owner will raise my standard, not only among my friends, but among business men. It will give me a rating in the community.

Third—Because I can get a home for a small down payment and pay off the balance like rent. I can protect my family against the unpaid balance by taking out life insurance of any amount equal to the mortgage.

Fourth—If I ever have occasion to use money I can always borrow it on my home and be safe by insuring as above.

Fifth—If I purchase on installments I will thus save where I would otherwise spend. A home bought on the monthly payment plan will encourage thrift.

Sixth—I'll get a lot of pleasure working around my own place. It's real fun fixing up your own property.

Seventh—I will have more confidence in myself if I own my home, for I will be independent to a large degree.

Eighth—"Our home" will mean a strengthening of our home relations. It will keep our family in an interesting, uplifting environment.

Ninth—More money has been made from Real Estate than any other form of investment. Land is the basis of all wealth. The home is the foundation of our country. The investment is absolutely safe.

Tenth—My family will take an interest in their own home. Home interest means health and happiness, the two things we are all striving for.

Steady Work

This is a good time to congratulate ourselves that we work in the plant that is the best in this section in regard to steady work. Steady work counts when it comes to paying the bills. This is well worth a thought.

If you want knowledge you must toil for it; if food, you must toil for it; and if pleasure, you must toil for it; toil is the law.

—Ruskin.

Library

Some readable books of interest and profit to be found in our Library:—

It's a Good Old World, Barton. A collection of short essays, entertaining and inspirational.

The Peace Tangle, Bass. A statement of the desperate condition of European countries under the Treaty of Peace as negotiated at Paris, with views that might be helpful in clearing up the situation.

Steeplejack, Huneker. Memoirs of a journalist who relates in a most entertaining manner his recollection of interviews with musical celebrities of the latter half of the Nineteenth Century.

Amateur Joinery in the Home, Andsley. A manual for the amateur joiner in making furniture; contains carefully selected designs drawn and detailed to a scale.

Labor Turnover; Loyalty & Output, Colvin. Largely a statement of the experience of Robert B. Wolf in the handling of these problems in Paper and Pulp Mills.

Character and Opinion in the United States, Santayana. With reminiscences of William James and Josiah Royce and academic life in America.

Pipefuls, Morley. A compilation of short, pithy and humorous sketches which have appeared from time to time in such leading papers as the New York Evening Post and Philadelphia Ledger.

Pictorial History of the Twenty-Sixth Division, Albert E. George and Captain Edwin A. Cooper.

Effective House Organs, Ramsey. Of interest to the Sales Department in their development of the business, as well as to the staff of the employees' magazine.

Boy's Life of Mark Twain, Paine. Interesting to all ages.

Abraham Lincoln. A play by John Drinkwater.

The Happy Hunting Grounds, Kermit Roosevelt. Reminiscences of hunting trips with his father from short camping tours to those in the depths of the African wilds.

Good Stories

The Mysterious Rider, Grey. A Western story full of his usual romance and adventure.

Main Street, Lewis. Another Western story chronicling life in a small country town.

Black Bartley's Treasure, Farnol.

Trumpeter Swan, Bailey.

Valley of Silent Men, Curwood.

Age of Innocence, Wharton.

26 Jayne St., Austin.

Vacation of the Kelwyns, Howells.

The Credit Department has sent us a copy of the following letter that was sent to a fertilizer company by one of its customers. We think it is worth while printing at this time and may help business men keep feeling cheerful in the face of the difficulty of making collections:

"Dear Sir:

I received your letter about what I owes you. Now be patient. I aint forgot you, and soon as folks pay me I'll pay you, but if this was judgment day and you no more prepared to meet your God than I am to meet your account then you sho going to hell.

Good-bye."

NOTICE

Eversharp pencils may be obtained at a 20% discount in the Stores. Leads will also be carried in Stores.

OUR MAIL BAG

Editor Neponset Review—

All of us sooner or later have a visitation from "Old Man Disability," and I am sure that every one of us who has had the benefit of skillful attention at our little hospital must feel grateful that such care is within our reach.

One of the great compensations in working for a big manufacturing firm is the first aid, medical service and nursing provided by such a company. It is the most valuable and desirable form of co-operation for effective service that can be rendered by a firm and is justly appreciated by all employees.

Our own comfortable and attractive hospital room is fully equipped to supply every reasonable demand upon it and is presided over by nurses which are second to none in their profession. Too much cannot be said in commendation of the wise, competent and cheery aid of those who watch over our physical well being.

A desirable feature of the hospital is its accessibility. It is conveniently located, open and ready for service at all hours of every working day and there is no red tape to discourage the bringing of small injuries or ailments to its hospitable attention. We have only to walk in and be taken care of.

While there is doubtless some advantage to the firm, in time saved, by the preventive work of the hospital, there is a much greater measure of benefit to us who profit by the service so freely given. It behooves all of us to use the hospital well, to show our appreciation of it in every possible way and to do anything we can to make its work effective.

—One of the Patients.

THOUGHTS OF LIFE AND BUSINESS

By B. C. Forbes

The fellow who isn't fired with enthusiasm is apt to be fired.

Excess is an arch enemy of success.

After all, you've got to give full, fair value. Or you won't last.

The most valuable "system" is a good nervous system.

Saving is Having.

Never contrive to make it easy for your concern to get along without you.

If you cultivate your talents you'll always find an opportunity to use them.

When in a fix, sweating will get you farther than swearing.

Let mules do the kicking.

Honking your horn doesn't help so much as steering wisely.

Don't expect poor work now to lead to brilliant work hereafter.

It's all right to aspire to control others, but have you begun with Number One?

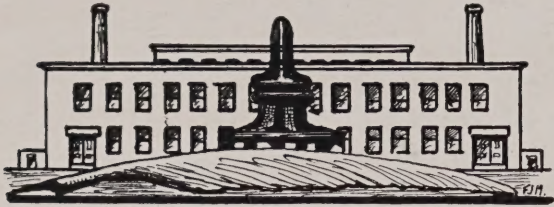
There is a better market for smiles than frowns.

The highest form of salesmanship is nothing but service.

The only influence worth having is the influence you yourself create.

The wages of idleness is demotion.

When you visit a man of }
Tell him quickly your } BUSINESS
Leave him to his own }
Go about your own }



MILL NOTES.

MAIN PLANT

No. 1 Saturating Machine has found a new home in Chicago. No. 3 has been taken out with No. 2 to follow shortly. We would like to find someone to adopt these.

The polishing rolls have been put back in the Press Board Machines after having been ground. We are ready when you are, Mr. Hird.

TO LET—For Coasting Parties: Toboggan with experienced driver. Gentle, sound and kind. Stand without hitching, etc. R. L. Tupper, FXI.

Trimming 82 1-2" on DMPM2 (an 80" machine) is about the best we can do. We tried to stretch the drives and calenders but were not very successful.

George Doderer is taking "stock" baths. This is a new fad. It lasts longer because the stuff is thicker. The finish is a shower, the same as after a Turkish bath.

Have you noticed our night superintendent lately? He's trained down now to meet all comers. A perfect thirty-six, figuratively speaking.

Topic of the Day: "Paid your 'inkum' tax yet?"

The story is that James Fisher of DMP4 is soon to open a law office.

Joe Knaus is going to get a gatling gun for rabbit hunting—fourteen rabbits the last time out. What's that?



Joe Knaus and the result of one day's shooting with "Toodles" one of the best beagles around.

REPAIR DEPARTMENT

(In 8 Worses)

(With apologies on recent ode appearing on paper machine men No. 3)

Here's to the above of great renown

Who fixes machines when they are down,
And gets them running at very low cost

With good production and no time lost.

Let us say a word about these men

Who fix machines again and again,

Of praise a great deal they do not receive

But the men are there, you better believe.

There is the master mechanic whom you all know

A line on the chart his ambition to show,

And when this is done and he's wearing a smile,

He calls in the foremen to go over the file.

A word about Regan from Vinegar Hill.

To his friends he is nicknamed Moonshine Bill,

To the main office he is the "typewriter man,"

He will fix it if anyone can.

Let's take the boss piper, Dennis, by name—

In the piping dept. he won his fame,

Steam and water piping galore

He has done in this mill (and we hope will do more).

We might mention more of the men and say

A word about Urquhart, Whitehead and Kay,

Who all look out for the mill's welfare

And while this is done have no time to spare.

And least, but not last, as the saying goes,

Or is it the other way, perhaps who knows,

There is the writer who plugs each day

Working and writing to make his way.

Now if the above should happen to please you,

You may see more in the next Review,

That is, if the writer for time is not pressed

And if you see him with that request.

* * *

I'll let the readers themselves decide

Whether or not this ought to ride.

And if you're not found out and are able to do it,

Send in another and we'll "Review" it.—Ed.

The Rainbow Club of Derry, N. H., entertained Mrs. George Chapman, wife of George Chapman of the Boiler Room, and Mrs. George Oliver, of Fitchburg, Saturday, February 12th, in Boston. After the party had enjoyed "The Maid of the Mountains," they were invited to East Walpole where they spent a most delightful week-end at Mr. and Mrs. George Chapman's on Pleasant St.

BUILDING & ROOFING PLANT

We welcome Mr. Pratt back after a sojourn at the Neponset Cooperative Store.

"Joek" Graham knocked No. 1 production for a goal from the field in the run of Friday, February 18th. Sego and Bill Multiza also bowled a good string. It was a big night for totals and every roll finished from machine.

There is a rumor prevailing at FB to the effect that Jepson is going into the cattle business, especially the raising of calves. Want to hire a caretaker, Jep?

Arrangements are being made at FB for a monster mass meeting to be held in the near future in the political interest of Mr. Baker of PBN, relative to his candidacy for the Board of Selectmen of Westwood. Don't forget the female vote, Granville.

Pat. Costello of FBV is seriously considering the writing of a book to supersede Hoyle, giving special instruction in the playing of Pitch.

Mr. Martin of PBE is deeply interested in a movement to convince the Superintendent of the Norwood Division of the Bay State Railroad of the importance of having the twelve o'clock car run through to East Walpole, especially on Tuesday nights.

It has been suggested that Mr. Smith of PBN give a lecture at the Bird Club on "The Manufacture of Necocos" or the "Raising of Pop Corn."

An addition has been made to the force at FBS. Mr. Taylor has been appointed assistant to Mr. Baker.

We are glad to report that George Benson's wife is recovering from a serious illness.

Fred Carey, night foreman of FBP, has overhauled and painted his motorcycle and is now waiting for the open season. He hopes that Water Street will be repaired by the time he is ready to run through it.

Charles Savage and Frank Bassett thought they would be steeple-jacks on our new Staso tank, but the air up so high was too rare for them.

Heine Hanson of FBM is overhauling a Buick touring which he is going to make over into a racer.

After shooting fifteen rabbits, John Eppich has laid away his gun for the season.

Edward J. Geraghty, our efficient night watchman at the Building and Roofing Plant, came to this country from Dublin, Ire., ten years ago, where he was a Special Officer at Guinness' Brewery for seven years. He entered the employ of Bird & Son, April 22, 1913. He started running the old slitting machine at FB, but we suppose he could not get used to that kind of work after being a special officer so long and he had a longing for similar work again, so he went up to the Main Mill in August of the same year as night watchman.

Being an ambitious man and always on the lookout to better himself, he took the examination of the civil service for postal clerk in 1917, and passing this with high honors was appointed in the early part of 1918 to the main Post Office in Boston where he served until April, 1920, when on account of inadequate pay to meet the frequent boosts in trolley fares, he resigned.

Mr. Geraghty came back to us after leaving the government service and was appointed night watchman and Special Officer of the town of Norwood at FB where he is ever on the alert in the interests of Bird & Son, inc.

He is the father of fifteen children, eight of whom are living. He has been married twenty-two years this Christmas. Mr. Geraghty likes the suburban life much better than the city as he says it is the only place to bring up a large family and have plenty of elbow room, and we agree with him.

Harold S. Kimball has joined the staff as chemist and we all wish him the best of success.

We hear from good authority that John Horrigan of the machine gang is about to be conscripted into the Ancient and Horrible Society of Coal Heavers. We believe that there will have to be quite some pressure brought to bear on John, for as he himself says: "I may be a diamond in the rough, but no black diamonds for mine. I have a lot on my conscience now, and they can't put anything as black as that on it." You tell them, Jack, we're with you.

To the Management and Organization of the Building & Roofing Plant, Norwood, Mass.

I want to compliment the management and organization of the Building & Roofing Plant at Norwood for the great improvement which has taken place in the efficiency and operation and in the appearance of the plant during the past six months. If improvement goes forward as it has, I foretell that the Norwood factory will be the equal of any in this country, which means the world.

From the point of view of simplicity of operation we have a good deal to learn, but from my last visit I am much encouraged to the view that you are on the right road, and I repeat the compliment for the work already accomplished and wish you luck in the future.

—C. S. Bird, Jr.



Ed Geraghty and his two youngest children

FLOOR COVERING PLANT

We are glad to say that we have one in our midst who claims to be the proud father of fourteen. This should hold the record of BIRD & SON, inc., for some time.

It seems very encouraging to the married men in FFB and FFP to find that at least three of their fellow workers are contemplating matrimony—two in FFB and the other a machine tender on No. 1 machine. Good luck to them.

Any man wishing information on any subject whatever should see Mr. Pennington in his private office at FF.

Mr. Wenstrom, FFX, has his doubts about the story told by Mr. Foster, FFP, who claims that the rats around his house are so intelligent that when a trap is set they naturally walk in and hold the spring door down with the hind paw while they eat the bait. Then they back out again without the least danger of being caught. This is a fact because Wenstrom sat and watched it happen himself.

If you use oil on your hair once a week, wash it every two weeks, comb it back at night and wear a tight-fitting cap in bed, I will guarantee that you will have a good pompadour.

—Hamilton

After a thorough overhauling and tuning up, Mr. Penniman now guarantees to start his Ford without sitting down to rest more than once.

We are glad to welcome our newly appointed Research Chemist, Gene Connolly, at our FF Local Quality Committee meetings.

WORK ORDERS?—YOU'VE SAID IT!

And now cometh the winter of discontent for the Work Order Ledger Clerk.

The melancholy days of the monthly Closing of said Work Orders approacheth.

Alas! in vain he tries to reconcile the fact that numerous Work Orders have been completed, but have had no Labor or Material charged to them.

In vain also does he seek to learn how a Work Order can call for the buying and installing of large and numerous pieces of Machinery, and Behold! when the Order is complete, no cost of said Machinery appeareth thereon.

Many times and oft is he mystified to find Labor for a Painter or Electrician charged to an Order which calleth for the making of some fine Machine Parts.

Often hath he found large items of Freight charged to a Work Order where nothing was purchased.

—H. L. B.

CARD OF THANKS

I wish to thank all those who helped to make my sandwich sale such a success.

Respectfully,

Mrs. M. F. Smith.

* * *

At the above mentioned sale in the Lunch Room on February 16th, the ladies of East Walpole raised over \$50.00 for the Irish Suffering Relief Fund.

CARD OF THANKS

We wish to thank our many friends and neighbors for the kindness and sympathy shown in our recent bereavement and also for the many floral tributes.

Mr. and Mrs. Edward Farrell and family.

Chicago Sales and Office Notes



A recent photograph of the Chicago plant, showing the new addition of 150 feet on the north end of plant, making the total length of the plant 450 feet. In the foreground is the building material yard and Proslate Buildings.

The Art-Craft Roofing Company, inc., Starks Bldg., are Art-Craft contractors and dealers in Louisville, Ky. Mr. F. T. Mitchell at present is one of their salesmen. On account of ill health he was ordered by his doctor to leave his former employment and go out of doors, and so he became connected with the Art-Craft Roofing Company as one of their outside salesmen. He had had no previous experience in selling, and had a family to care for.

He began in one of the dullest months of the year, December, 1920, and the result of his first month's work is encouraging to any salesman. It seems to us that his perseverance and success is worthy of emulation by any of our salesmen. To paraphrase a recent letter from Mr. Mitchell:

"I began with the Art-Craft Roofing Company December 1st, 1920, with no previous experience in the roofing business, in fact knew nothing whatever about any kind of roofing. The first week I sold nothing, the second week I secured contracts for 10 squares, the third week 55 squares, the fourth week 85 squares."

Don't think that Mr. Mitchell secured this amount of business without hard work. Mr. Mitchell combed his district with a fine tooth comb. He made 165 calls, an average of 14 calls to each order secured, but he secured some valuable contracts, and in one of the hardest months of the season, and the fact that the number of calls he made for each order secured is rather high is merely a tribute to his perseverance and ability to plug hard for business.

Remember that orders are always to be had, and the orders go to the fellow who works the hardest and most intelligently.

OFFICE AND PLANT NOTES

Just take a peek at our mail room now folks and see if you find anything in disorder after 5 P. M. Want to know the reason why? We have our "on the job" Office Boy, John Kennelly, back again. Improvements have been noticed and appreciated by everyone.

WANTED—Good Traffic Officer for duty in the lunch room daily between 12 and 1 o'clock. Any young man desiring such position, kindly see Rex Coffman, our efficient Restaurant Manager.

Madison Street during the rush hour has nothing on Bird & Son's restaurant during lunch hour.

Announcement is made that, due to the fact the name "Black-Hawk" has already been registered by some other kennel, it was necessary for Mr. H. D. Miller to change the name of his kennel to "Hyglo."

High grade pedigree dogs can be procured through these kennels. The wonderful female, "Normal's Beauty," was purchased by Mr. Miller, New Years Day, at a very stiff price. This makes the second pedigree terrier in the Hyglo Kennel.

Chicago employees are pulling all strings possible on the City Council and Street Department to arrange for new motor trucks to be built, carrying heaters. If possible, heaters capable of drying pavements may be used so that Mr. Neptune can bring out his Buick without getting the tires moist.

The Dictaphone Department is to be complimented on the wonderful work, both quantity and quality, which they turn out. Our hats are off to them.

Barney Doherty of the Shipping is walking around these days with a smile. He is always in good spirits when carload orders are coming in. Watch him some day pick up an order to load, and hear him say, "That's the Berries."

Now that Mr. Clark, Mr. McNay, Mr. Neptune and Mr. Dahm have taken up golf, arrangements should be made for a winter factory tournament this year. It is reported Mr. Dahm is taking up indoor golf for practice. More power to you, Paul. This has cards beat to death.

During the past two years all of us have been so busy that we have concentrated only upon the lines of least resistance; in other words, on Art-Craft, and it was found that what was available of the rest of the line sold itself.

Now we are going to put Built-Up Roofing "over the top" in the Western territory. Mr. D. H. Miller will specialize on this and already has secured several large contracts. Information about any contemplated building in the Western territory would be greatly appreciated by him.

The first large order for the season was booked by Mr. T. C. Gaylord of Louisville, Ky. Peaslee Caulbert Company, Inc., of Louisville, Ky., have decided to take on Shingle Design Roofing under their own label and placed their initial order for 1000 squares. These people have also added Paroid Roofing, American Twin Shingles and Neponset Black Building Paper to their line and we look for a big volume of sales to come from that source, as they travel fifty-two men throughout the Southern States. It might be in order to state that their initial order consisted of something like \$17,000.00 worth of Neponset Products. They never had handled any of our line before.

Mr. Paul Dahm, at his own request, has been transferred from the Manufacturing Department to the Sales Department and will cover the Chicago Territory. The Manufacturing Department is "all set" to operate on a night

and day schedule in order to fill the orders which he expects to turn in.

Readers of Popular Mechanics will be interested in knowing that the Teddy Hobb's Parlor Baseball Game mentioned in the recent issue is manufactured on American Ready Wallboard. Every play possible on real diamond is accurately carried out on this board.

A PATH TO THE MOON

Once in a while it is a good thing to express in rather imaginative terms the size of the industry with which you are connected.

One of the chief reasons why dealers do not sell more roofing is because few of them realize what a tremendous industry is the roofing business. If any of us had heard Mr. John Lind, Secretary of the Prepared Roofing Association, at the annual meeting December 8th, we would have thought that the Asphalt Roofing Industry is about the only industry in the world which is worth while. The following is a quotation from the American Roofer:

"Roofing manufacturers of the United States and Canada last year produced enough asphalt squares to make a path a foot wide twenty-three times around the earth," declared Mr. Lind, "and if you wanted to travel to the moon, the roofing produced in this country would make two paths, each a foot wide, one a smooth surface and the other slate, so that you could travel up on the gritty one and slide back on the smooth one, and this means covering a distance of 500,000 miles.

"If you went to a roofing plant while it was in operation, you would no longer wonder what becomes of the old hats and coats that are discarded by your friends and neighbors, for you would find that the old hat was covering a new roof and that the coat was sheltering some one against inclement weather. They are thrown into a vat and felt is made from them. The felt is then saturated with asphalt and the saturated felt covered with crushed slate or stone afterwards becomes the roof on your neighbor's house.

"When you stop to think that the old Egyptians

wrapped their dead in fine linen and covered this linen with asphalt and that many of the mummies thus treated are still in perfectly preserved condition in the museums of the world, you will realize that asphalt has extraordinary preservative qualities."

OUR FIRE LOSSES

American fire losses for five years (1915 to 1919 inclusive) showed the tremendous sum of \$1,416,000,000.00, part of which is made up in Massachusetts as follows:

Strictly Preventable Causes

Defective chimneys and flues.....	\$2,549,995.00
Matches — Smoking.....	6,757,958.00
Rubbish and Litter.....	253,507.00
Sparks on Roofs.....	647,257.00
Stoves, Boilers, Furnaces and their pipes..	2,365,475.00

Partly Preventable Causes.

Electricity.....	3,969,373.00
Exposure (including conflagration).....	7,550,408.00
Sparks from Machinery.....	1,859,415.00
Incendiarism.....	1,114,982.00
Spontaneous Combustion.....	3,745,590.00
Unknown causes (probably largely preventable).....	14,943,675.00

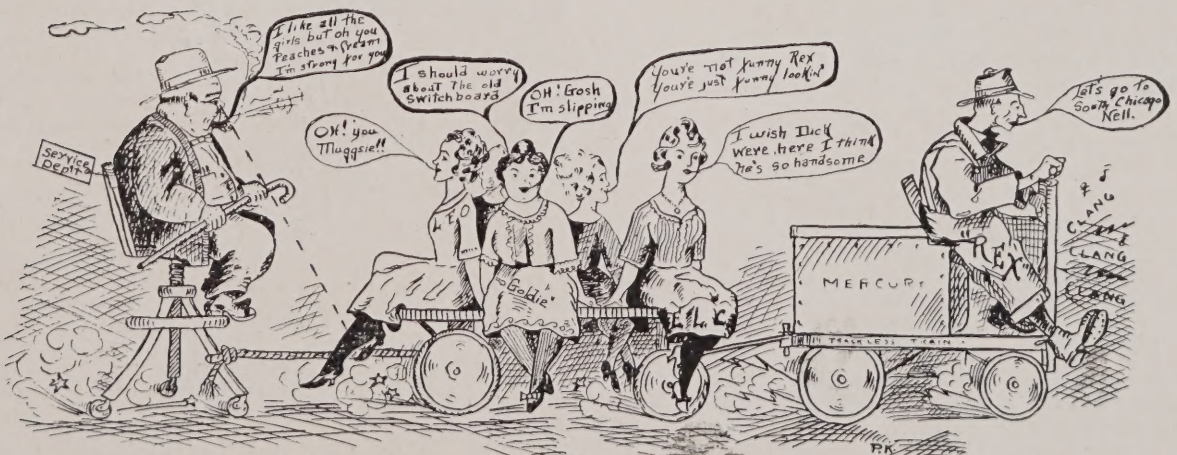
Note amount of loss in this state from known causes. Note also loss from Matches-Smoking, Rubbish and Litter. All of them are worth considering. This all means an increased burden to the community through the expense of a fire department, lost time and higher insurance rates which can be saved through proper care on the part of every individual.

TAKES A CARLOAD OF RUBLES TO GET EVEN AN OLD COAT

The Russian ruble before the war was worth approximately an American dollar. The Soviet ruble has no value now in any country but Bolshevist Russia, and the following table shows its practical worthlessness there as a medium of exchange. This is a list of prices of necessities made by an official of the joint-stock banks in Russia.

	Rubles
New boots.....	Up to 40,000
Second-hand short coats.....	30,000-40,000
New short coats.....	75,000 to 80,000
1 pound of potatoes.....	200
1 pound of butter.....	3,000-3,800
1 pound of beef.....	1,800 to 2,000
1 pound of pork.....	2,200-2,600
1 pound of coffee.....	2,500
Eggs, each.....	180-200
Cigarettes, each.....	15-20

Chicago's Sensational Sight-Seers.



Muggie Murr, The oldest living Boy Scout, together with the office rams being piloted thru the Chicago plant by Rex Coffman, our noted comedian and entertainer.

Phillipsdale Section

According to an old adage "Cleanliness is next to Godliness." But it is more than that, it is part of it, for without Cleanliness Godliness is impossible.

A certain amount of dirt is unavoidable, but it should not be a fixture. We cannot feel, look, or do our best when unclean ourselves or in unclean surroundings, and therefore the first principle of success must be Cleanliness. Firmly believing in this, Bird & Son spend thousands of dollars yearly to keep the plant clean, with the gratifying result that the Phillipsdale mill is the cleanest felt mill in the country. We make this statement confidently, basing it on accurate knowledge of the existing conditions in other mills.

Expectoration, commonly known as spitting, of tobacco juice is the most common of all evils in most mills. To avoid this menace, the management of our mill has provided cuspidors in every place they would be convenient and useful. It is now plainly up to the employee to appreciate that the expense and trouble not only of furnishing these, but of keeping them clean, is for their especial benefit and to use them, so as to eliminate the nuisance.

Rats are common nuisances in many mills, and aside from being repulsive, dirty creatures, are disease carriers, and also cause a loss of millions of dollars to industry annually in the United States. When you scatter the remains of your lunch on the floor, you are feeding the rats, and encouraging their presence. When you finish your lunch you should gather your scraps, wrap them up and deposit them in a receptacle provided for that purpose. If there is no receptacle, the management will be glad to furnish one.

Sometimes a person will revert to the childish trick of writing on the walls, machinery, furniture, etc. Aside from being unsightly, if one should want to look more seriously upon it, it is a criminal offence to deface another's property.

One of the duties of each member of the safety committee is to report dirty or unhealthy places, and the employee can do no less than help.

We spend one-third of our lives, or about fifty per cent of our waking hours, at work. Is it not as essential that your surroundings be as clean at work as at home?

There are many things that the employee can do that the management cannot do, and as it is for his benefit, the individual can do no less than to co-operate to keep this "the cleanest felt mill in the country."

THE NEW SPICE FOR SOUPS

There are many of us that are confirmed soup addicts, and who are in their glory when loudly singing or splashing their way through soup to the ultimate disappearance of that most common of all dishes. Some of us prefer to gargle it to the tune of the violin, while others need a whole brass band.

The writer being one of those who needs the blare of the



WHO'S WHO AT PHILLIPSDALE

Here we have Roy Brace, previously mentioned as being successor to Ed Fager. Being new among us, he is not quite at home yet, but we venture a guess that it will not be long before he is known to everyone.

shiny instruments, was forced to forego the pleasure of consuming the restaurateur's favorite source of revenue, due to the absence of those apt musicians in the place he was obliged to patronize (through lack of funds) commonly known as the one-arm lunch, so called because you have to keep one arm around your food to keep it safe from theft. So for the same reason a man drinks near beer, the order was placed for that runner-up of soup—the beef stew.

While we are all firm believers in the extermination of vermin, and do our share in this work, we have our own ideas as to how they should be exterminated, and also as to their disposal following their execution. We are a class of people who are quick to adapt ourselves to almost any condition, but it is hard to believe that we would accept the appearance of the result of this extermination in our three squares a day.

Such, however, was the condition that the writer had forced upon him on the occasion of his last visit to the establishment of appetite satiation located on the busiest, smallest main street of Providence. Upon remonstrating with the stolid-faced individual who occupies the center of activity in this emporium, he quite stoically took it back, leading me to think that perhaps someone would order what I had rejected, specifying that it contain that rare delicacy (?) which was all too evident in the rejected bowl of stew.

He then advised me that I might have in exchange anything of equal value. By this time my appetite was gone, not appeased, but discouraged. But having paid my money, I was prone to get value received, and keeping in mind my recent experience, I ordered grapefruit uncut, and made a pretense of eating it, but as might have been evidenced by my clothing, it only served to give the cleaners another job.

The British believe that we are great for organizing, and have a story that goes as follows: Three American aviators were in an airplane at quite an altitude, when something happened to the engine and the machine, beyond control, started for the ground. The aviators formed a Society for the Prevention of Aerial Accidents, elected officers and had a committee formed for landing by the time they struck the ground. Although this is somewhat exaggerated, I am forced to admit that I was seriously considering the organization of a Society for the Prevention of Cockroaches in Beef Stews.

WISE HITS

If you have to work on a staging be sure it is strong enough to bear you. Don't guess at it, be sure. Guessing about such matters is what keeps the hospitals full.

Be careful about dropping tools, etc., from stagings, as the man below thinks that you're safe to work with, and a hammer dropped on his head will spoil his confidence in you.

If you don't know just what a switch is going to do don't pull it. Let some one who does know, do it and save yourself painful burns and possible blindness.

PHILLIPSDALE NOTES

Let us all try to guess what Mr. Pettengill is endeavoring to raise. The growing season has passed and so has the harvest season, but he insists on growing something when the wintry winds are blowing and the hail and snow are sure to come. Still those young sprouts on his upper lip may survive the winter, and he will have a good crop by spring. We hope so anyway, and we are sure it will look nice. Just now it is at the point where it itches.

Harry Nolan, one of our local nimrods, is on the sick list these days, having contracted a severe cold while stalking big game on the banks of the Ten Mile River. Charlie Riley, Harry's side kick, says he fell into the stream while watching his reflection in the water. We doubt if Harry's reflection would fit in the water of the upper Ten Mile.

Fergus Christie's many friends extend to him their sincere sympathy and mourn with him the death of his brother, who was killed by accident while serving his country in the Aviation branch of the United States Army.

Johnny Nolan and Walter Gill went to the annual meeting of the Employees' Mutual Benefit Association, held Tuesday January 11, 1921, in Bird's Hall, at East Walpole.

WHO'S WHO
AT PHILLIPSDALE

This is Joe Farrell, our foreman pipe fitter, who has been with us about 9 years, and in that time has made himself very popular, both with the management and co-workers.

They were met at the train by Mr. Rogers, who took

them to supper, afterward escorting them to the meeting, following which they went to Bird Club for the night.

They were loud in their praise of the Bird Club, and reported a most enjoyable stay, for which they thank their very considerate hosts.

The annual meeting of the Phillipsdale Employees' Mutual Benefit Association was held Wednesday, January 5-1921, in the clubroom. It was voted to hold meetings quarterly in the future, to take care of the large amount of business that accumulates. The following committees were elected: Executive Committee: Mr. Pettengill, Mr. Henderson, Mr. Billings. Investigating Committee: William Livingstone, Henry Phelps, Charles Smith, George Madden, George Hawley, and George Lidstone. Nominating Committee: J. Case, J. Nolan, J. Farrell.

Delegates to East Walpole, 1922: Rex Salisbury, Henry Holter.

WHO'S WHO
AT PHILLIPSDALE

Here we have Fergus Christie, one of our genial mechanics, whose favorite sport is wielding a pair of micrometers and calipers.

Billy Banks' mind is at rest now, for we have a new crane in the annex, and it works like a house on fire. No more nightmares for Bill—not for a little while, anyway.



AMERICAN LEGION NOTES

Who Owes Who?

Howard Tappen, an overseas veteran of Perth Amboy, N. J., bought a renovated army cap in the army goods store in his home town. The size was just right. In shape, also, it conformed to the individualistic ideas of style which he had

acquired while trying to make the rain-in-the-face headgear look "zippy." But when Tappen looked inside the hat, his first instinct was to roar for the supply sergeant. On the inner lining was his name, written in his own handwriting. The cap was one he had discarded in France after the Armistice.

Free Dental Treatment

Thirty-six hundred dentists in cities and towns throughout the country are authorized to render free dental service to ex-soldiers and ex-sailors, if the treatment required is attributable to their war-time service, according to a statement by H. S. Cumming, Surgeon-General of the United States Public Health Service.

Men needing treatment must not make application to the dentists, but must apply to the supervisor of the Public Health Service in the district in which they reside. Supervisors will issue orders authorizing Public Health Service dentists to give examinations and necessary emergency treatment. The supervisors are stationed in all the principal cities. Service men may learn the location of the nearest station from local health authorities or from departments or posts of the Legion.

Under the strict letter of the law, free dental treatment is to be furnished only to beneficiaries of the Bureau of War Risk Insurance men receiving compensation for disabilities of at least ten per cent resulting from their service. It has been customary, however, to give a temporary rating of ten per cent to ex-service men having minor disabilities so they may receive free treatment.

Stranded Veterans in Europe

The spontaneous demand that the United States Government aid American ex-service men left stranded in Paris and other European cities, has crystallized into legislative action following published reports of the plight of these men.

Bills are pending in both the House and Senate to authorize the Secretary of War to bring back to this country from abroad destitute discharged soldiers and their wives and children. Representative Hahn has introduced such a bill in the House, and Senator Wadsworth has introduced it in the Senate. The bills provide financial aid for six months. The Secretary of War, on January 18, declared he was "advised that many of these former soldiers have become destitute in Europe and are applying to welfare associations for relief."

Navy Reveals Mystery Boat

Designed to form an important part of America's coast defense, a motorboat, which carries a 21-inch torpedo and has 600 H. P. engines, was recently launched. The new craft, known officially as "Type A-3, sea hornet," was held a navy secret during the war. When in operation the sea hornet sinks until but little more than one foot of hull is visible above the water. It carries a crew of four. The motorboat can be carried on battleships as a service launch or used independently as a torpedo boat.



Suggestion Column

SUGGESTIONS

We want suggestions for a better way of finishing Fibre Cases. The present method of finishing is in bundles of 15 to 60 each, tied with string. The objection to present way is that the strings loosen on lower layers when cases are piled for any extended period of time. Band iron, packing in cases and packing in burlap have been considered. Suggested method must not cause injury to cases and must not materially increase cost.

The following suggestions were accepted during January and the standard prize of \$5.00 award for each except in case of foremen:

Saving of Oil Burners, Valves and Fittings.....Fred Stockton, FBM
Slip Rolls, DP.....William Livingston, DP
Put Piece of Zinc on Front of FF Print Machine.....Michael McColgan, FFP
Widen Road near Blacksmith Shop, Main Mill.....Wallace Duncan, EMM
Improvement on Undercoat Wind-er Lever.....Patsy Sansone, FFD
Expansion Arbor for FBPM1 and FBPM7.....Charles Seavey, FBF
Heating Pipes, Bleach Storage Tanks, DMH.....Daniel McDavitt, EMP
Hanger for Carrying Rolls, DMPM3.....Victor Purdy, EMW
Speed Chain, FBPM7 Cooling Rack.....Fred Ellis, FBP
Suction Fan in FB Brigade Room.....John Goodwin, PBN
Larger Screen on FBPM7 Surfacing Section.....Frank Sego, FBP
Pipe Roll for Holding Down Paper, Front End, FBPM1.....John M. Fitzgerald, FBJ
Marking of Roofers' Rolls at FB.....Hubert L. Smith, FBV
Location of Handle that Changes Speed on Cone Pulley, Art Craft Section, FBPM1.....John Eppick, FBP
New Soapstone Feed Pipe, FBPM7.....Ruel Fulton, FBP
Racks for Storing Lumber, FBV.....Charles Miller, FBV
Install Piece of Sheet Iron Between FBPM1 Coating Section and Waste Conveyor.....John Foley, FBJ

The following suggestions were accepted during February and the standard prize awarded for each except in case of foremen:

Method of Bracing Cars at FBV.....Charles Miller, FBV
Cut Down the Speed on FF Coating Machine.....William J. Patterson, FFJ
Speed Wrench for Changing DMP-M4 Screen Plates.....Adam Bock, EMW
Improvement on Doors at Rug Border Building and New Storehouse at FF.....James McDonald, PZWF
Install Pump on Coating Pipe from New Kettle to FBPM1.....Michael Sheehan, FBK
Reclaiming of Squires Steam Traps.....Herbert Larrabee, FBM

Install Guide at Pull Roll Carrying Rack, FBPM7.....Frank Sego, FBP
Put Galvanized Iron on FBN Packing Bench.....Julia Dolan, FBN
Improvement on FBP Coating Pans.....Fred Stockton, FBM
Change Exhaust Pipe at FB Paint House.....Patrick Feeney, FBN
Tying Rack for Saturated Disks at FB.....Patrick J. Feeney, FBN
Change Levers that Control Tension on FF Winding.....Nicholas Benedatte, FFN
Oil Cups on Routing Machine in FF Block Room.....Elvier J. Ethier, FFB
Brass Stencilled Numbers on FFM Paint Tubs.....Harry E. Rouillard, FF
Advertising—Paroid Roofing.....James H. Bunker, CEN
Wire Screens Over Windows of New Slate Handling House, FB.....Patrick J. Feeney, FBN

MOVING PICTURES

The Pictures in Bird Hall on Wednesday and Saturday evenings have been well patronized thus far this winter.

Suggestion has been made to the management that pictures of an instructive as well as an amusing character should be shown at the children's matinees on Saturday afternoon.

To comply with this suggestion pictures have been booked for Saturdays with the Educational Film Company, as that Company makes a specialty of that class of pictures.

Following is the list of feature pictures to be shown for March, 1921.

Wednesday, March 2—Constance Binney in "Something Different."

Saturday, March 5—Wallace Reid in "Hawthorne of the U. S. A."

Wednesday, March 9—Marion Davies in "Cinema Murder."

Saturday, March 12—Jack Holt in "Victory."

Wednesday, March 16—Robert Warwick in "An Adventure in Hearts."

Saturday, March 19—Anna Neilson in "Luck of the Irish."

Wednesday, March 23—Elsie Ferguson in "Counterfeit."

Saturday, March 26—Bryant Washburn in "It Pays to Advertise."

Wednesday, March 30—Enid Bennett in "Stepping Out."

TIOT LUNCH

For the past two years that the lunchroom has been operated by the present management it has been closed on Sunday.

On account of an increased demand for meals on Sunday by those who patronize the lunchroom during the week, it has been decided to keep open for business every Sunday. This arrangement went into effect Sunday, February 6th, and the hours during which the lunchroom will be open for the present will be 8 A. M. to 4 P. M.

All easy ways are downhill. You don't notice it till you try to climb back.

Athletics



BOWLING

In the recently finished bowling tournament, the No. 2 Box Shop and Main Office team, consisting of J. Quinlan, R. Koebe, J. Dine, R. Higgins and W. Murphy, finished first with a team total of 27 won, 9 lost. No. 1 Box Shop and Finishing Mill came in second, 17 won, 15 lost; Main Mill was third with a team total of 17 won, 19 lost; and Floor Covering captured the cellar position with 7 won, 25 lost.

No. 1 Box Shop and Finishing Mill had the highest team total, 1386 pins. Wallace Duncan had the highest single string total, 126 pins and Jimmy Dine captured the highest 3-string total, 319 pins, with W. F. Geary a close second with 316 pins. The highest average went to J. Dine, 94.3; W. F. Geary second, 93.1.

C. S. BIRD ON THE DIAMOND

The following extract is taken from a book recently published by Mr. Frank Quinby, entitled "Phillips Academy, Andover, On Diamond, Track and Field." In this book is a quotation from an 1872 issue of the "Philo-Mirror," the Phillips-Andover school paper, describing the baseball players of that season and their characteristics. We are sure all of the baseball fans, as well as others, will be interested to get this picture of our President, Mr. Charles Sumner Bird, when he was a school boy playing on the Andover baseball team in 1872.

"Charles Sumner Bird, during the season, has played centre-field, and has shown himself fully competent to fulfill the demands devolving upon him in that position. It is a pleasure to see the smile of satisfaction that overspreads his countenance as certain strikers send the ball toward his position; and the grace and ease with which he catches long-flies to centre is unparalleled in the history of the school. He is inclined to growl, and not infrequently disobeys orders. He is considered one of the best players in school, also one of the most stubborn."

NEW ATHLETIC DIRECTOR

Albert W. Smith, who has been with Bird & Son for the past four years in the Accounting Department has taken up his new duties at the Labor Bureau as Athletic Director.

Smith needs no introduction to the followers of local athletics, for since his schooldays in the Foxboro High School, he has been actively interested in various branches of sport. At high school he played on the baseball team, first as shortstop and later as catcher, and later played with several local teams, most of the time with the South Walpole town team. He also played basket ball in high school, and during the winter of 1919 when he left us for a short time to go to Detroit, he played on the Morgan & Wright plant basket ball team.

He will be glad to talk with anyone in the organization about anything connected with athletics at any time. Call him at the Labor Bureau either on the regular line or on the jitney.



John Maguire, Ed. Gay and Arthur Maguire, with some of the pickerel they caught in Bird Pond.

THE SWORD FAMILY

There are five of them all working for Bird & Son. Walter Sword, Sr., the father of the clan, who has been with us since June, 1917, is in the Stock Handling Department of the Main Mill; Walter, Jr., has been with us since June, 1903, and is machine tender on No. 3 machine; James, night foreman on the roofing machines at the Building



THE SWORD FAMILY.
Walter, Sr., James, May, John and Walter, Jr.

& Roofing Plant, came here in September, 1915; May started work in the Main Office July, 1917; and John G. began in the Maintenance Department at the Floor Covering Plant in August, 1919.

James joined the 9th Regiment when the United States went into the war and served as a corporal until the Spring of 1919 in the 101st Infantry. John, also, served in the United States Army in France for twenty-nine months.

FOR PRINTING

Tickets, programs, leaflets, envelopes, letter heads; in fact, any small forms of job printing; see

FB Office.
G. W. Baker,

BIRD CLUB NOTES

The Entertainment Committee for the March entertainments consists of R. W. Peakes, Chairman, J. B. Maguire, A. B. Wilson and George Wallace. Meetings will be held every Thursday night during the month and the Entertainment Committee has arranged for them as follows:

March 3rd—Stereopticon talk on James Whitcomb Riley and short talk on Loan Sharks with moving pictures. Orchestra music.

March 10th—Vaudeville by local talent.

March 17th—Appalachian Mountain Club speaker with stereopticon.

March 24th—Political Machinery—Speaker to be announced later.

April 1st—Varied Entertainment—both professional and local talent. To be held in Bird Hall. This is to be a Ladies' Night and the entertainment will be followed by dancing.

Mr. Peakes also informs us that a small orchestra is being organized to furnish music at these meetings.

February Meetings

The regular meeting of the Bird Club Council was held at the Club House on February 4. There were fourteen directors present. Only routine matters were taken up at this meeting. The charimen of the different committees, reporting on their activities, showed that the Club was in a very healthy condition and that good progress had been made in the short time that it had been organized.

A debate on the subject,

Resolved: That Immigration to the United States should be stopped for five years, was on the card for the first meeting in February. Rouillard, Merrill and Sheehan were assigned to the affirmative, while Bell, Montgomery and Dolan defended the negative.

Score, Chase and John White were the judges, awarding the decision to the affirmative.

On February 11th, Mr. E. R. Tarbox, Treasurer of Colpitts-Beekman Co., Inc., Boston, gave a very interesting lecture with stereopticon and moving pictures, in the assembly hall, on "An American Pilgrimage." Mr. Tarbox took his audience through the playgrounds of America, covering our different National Parks and natural wonders. It was a very interesting evening and, although the weather was the worst we have had any evening this winter, there was a good-sized crowd out to hear the speaker.

On February 17th the Hon. Charles S. Washburn of Worcester gave the Club a most interesting evening when he spoke on the intimate side of Theodore Roosevelt. Mr. Washburn was a classmate and intimate friend of Roosevelt and was a member of Congress during the time Roosevelt was President. There were a large number present at this meeting and every member was inspired by the lessons learned from Mr. Washburn on Roosevelt's life. It was certainly one of the best evenings the Club ever had.

The last February meeting, held the 24th, was made a Ladies' Night. Owing to the bad condition of the roads, the attendance was not as great as would be desired, but those who did make the effort to go were well repaid. There was a reception at the Club House from 7.30 to 8.45 followed by a very enjoyable entertainment in the Assembly Room given by Mrs. Breene-Thomson, vocal soloist, and Mr. Woodward, impersonator, both members of the Ross Scottish Entertainment Company. Refreshments, consisting of sandwiches and cocoa, were served, after which there was an hour's dancing. Miss Alice Wentworth accompanied the entertainers on the piano

GYMNASIUM

The gymnasium is always open and any members of the Bird Club who can get up there one or two nights each week to get a little exercise and a good shower afterwards will appreciate it.

Several hotly contested basket ball games have already been played and more are planned for March. Indoor base ball may also be played, and to some this may prove more interesting than basket ball.

CRIBBAGE PARTY

FIRE BRIGADE ROOM
EAST WALPOLE

TUESDAY EVE., MARCH 22d, 1921

8 O'CLOCK

Tickets - - - 25 Cents

**WHY PAY RENT
WHEN YOU
CAN BUY A HOME
FOR LESS THAN IT
COST TO BUILD
THE HOUSE?**

**We have eighteen new houses to sell
on reasonable terms.**

**We will tell you all about it if you
will call at the office of the**

**WALPOLE
HOME BUILDING CO.**

INC.

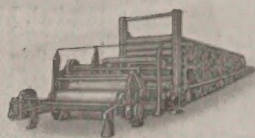
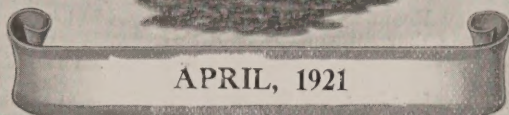
MAGUIRE BLOCK, cor. Washington and East Sts.

EAST WALPOLE



Neponset

Review



Published Monthly by Employees of Bird & Son Inc. at East Walpole, Massachusetts, U.S.A.

GARDENS FOR 1921

For the past four years many of the employees of Bird & Son, inc., as well as other residents of East Walpole and South Norwood, have been given the free use of a plot of ground on land belonging to Charles S. Bird for a garden—a small charge being made, sufficient to cover the cost of plowing and harrowing.

There seems to be sufficient inquiry for gardens again this year to warrant our undertaking the community garden work for 1921.

In order to save work in accounting, and trouble in collecting at the end of the season, we shall ask all who desire gardens to pay for the same when making application, as was done last year.

The price will be \$3.00 for each plot, the same as was charged last year. If you had a garden last year, you will be given preference in the use of the same plot again this year.

If you want a garden this year, call at C. O. Littlefield's office, Maguire Block, cor. East and Washington St., East Walpole, or write, enclosing the amount mentioned above, with your application.

TIME TO READ UP ON GARDENING

The home vegetable garden is a national asset. It was estimated that home gardens produced more than \$500,-000,000 worth of vegetables in 1918, and this enormous supply of fresh palatable food was consumed at the source, thereby relieving the crowded transportation systems of the country.

A good vegetable garden is a source of keen enjoyment to the gardener and saves him a very considerable sum in his grocery bill.

It is time now to start 1921 gardens, and to make plans and buy seeds from reliable firms.

What is your particular problem? Plant disease? Poultry raising? Vegetable gardening? What to eat and how to cook it? The Extension Service of the Massachusetts Agricultural College offers several courses of value on these and many other problems. The pamphlets in the reading course on Vegetable Gardens may be obtained at the Library, and they will be glad to get further information about the other courses if you are interested.

BIRD & SON, inc. 8% PREFERENCE STOCK

One hundred thousand dollars of this stock has been subscribed for by our employees, which is a good showing, and the confidence expressed through such subscription is appreciated by Bird & Son, inc.

The dividend for May 1st will be for one month and thereafter every quarter at the rate of \$8.00 per share on August, November and February 1st of each year.

The stock, as you know, is callable at 110 for each share.

The stock, from its name, has preference on the assets of the company and is therefore a good investment. The

earnings of Bird & Son, inc., in any year to date have been sufficient to pay the dividends on this issue several times over. This stock is an additional issue and is no different from the one subscribed to last year.

EAST WALPOLE BOY SCOUTS

The East Walpole Boy Scout troop has been reorganized under the direction of Nils Lindequist and Arthur Massey, two World War veterans who have worked for Bird & Son many years. Over forty boys have enrolled in the troop, which is a larger number than were ever connected with it at any one time.

It is the duty of every person in East Walpole to help the Boy Scout movement and its wonderful work in the upbuilding of clean Americanism and character.

By paying its proportional quota of \$250, East Walpole is privileged to join the Old Colony Council of the Boy Scouts, which will give the boys many privileges that it is not otherwise able to get. These are in the nature of meets, camping trips, special instruction and general help from the Scout Executive. The committee must raise this money by popular subscription, and in a short while everyone will have an opportunity to help the good work along.

BASEBALL

The baseball season is with us again. We want to make this year as big, or bigger, in baseball for Bird & Son than last year. We are going to continue the departmental league which was so successful last year. Instead of having a six team league, it has been decided to cut the teams down to four. In this way, the committee feels that the teams will be more evenly matched and more interesting for both the players and the rooters. It is hoped that the All Star team will get started early. The committee needs, and expects, everyone's full support.

SPORTING GOSSIP

If thirteen sports can go into Boston to see a hockey match, we ought to see ten times that many at the baseball games.

Bill Murphy of the Traffic Department leaves the first of April to try out with the Pittsfield Baseball team of the New England League. We all wish you the best of success, Bill.

Some of the fellows have been out noontimes getting their arms in shape and their eye on the ball.

Watch the bulletin boards for the coming events in baseball, handball and tennis.

Let's see if the mill teams can't take the honors away from the Main Office this year.

Sure they can; just keep with your team and help it win.

DAYLIGHT SAVING STARTS APRIL 24

The Legislature has revised the Daylight Saving Law so that the clocks will be set forward an hour April 24th, the last Sunday in April, and will be turned back, September 25th, the last Sunday in September.

NURSE'S HOURS AT THE EMERGENCY HOSPITAL

Commencing Monday, April 4, 1921, the Nurse will be at:

The Emergency Hospital, Main Mill, from 8 a. m. to 10 a. m. and from 1 p. m. to 5 p. m.

The Building and Roofing Emergency Room, from 10.15 to 11.15 a. m.

The Floor Covering Emergency Room, from 11.20 to 11.50 a. m., daily.

Dr. Field will be at:

The Emergency Hospital, Main Mill, at 9.30 a. m. *Monday and Thursday.*

The Building and Roofing Emergency Room at 10.30 a. m. *Tuesday and Friday.* Labor Bureau.

ACCIDENTS

"Don't neglect a scratch or a cut, no matter how slight. Come to the Hospital and have it dressed." How often have you heard that? And yet, during February, two of the men in the plant lost several weeks and suffered a good deal of pain and inconvenience because neglected cuts became infected. Don't take a chance. You may lose. Those two men did.

MANUFACTURING NOTES

C. W. Conrad, Plant Engineer, has been appointed Chairman of the Suggestion Committee to take the place of A. H. Russell who resigned on account of his new duties making it necessary for him to be out of town at times.

The Purchasing, Planning and Traffic Depts. have been consolidated. These departments will operate under the direction of A. H. Russell.

PARENT PLANT

We are all glad to see Holly Dyer on the job again after his severe illness.

Wm. Geary, DF foreman, is at present confined to the Norwood Hospital, but we understand he is getting along nicely.

T. P. Maguire, also J. B. Maguire, have recently been confined to their respective homes due to the grippe, but we are glad to report them back with us.

It has been demonstrated that Neponset Wall Board will hold a Reo truck, also in another test it held ten men—but it won't hold Bob Morse our head shipper.

BUILDING AND ROOFING NOTES

Huggard wants to know if any one picked up a rear end of a Ford. He says "no more Fords for me. Give me the Metz with chain drive."

The old stork visited William Ivatts of FBY a few days ago. Congratulations.

John Farbank, who has been engineer at the Norwood plant for the past two years, has recently resigned, his resignation to take effect April 15th. "Johnnie" has made a host of friends during his stay with us who regret his going and wish him success in the future.

SUGGESTIONS

We would like suggestions for using trim from No. 4 Paper machine. Some of our paper widths lack 8 inches of filling the machine. The character of this trim is represented by dry Black Building, Coted, etc. These papers cannot be used to advantage for tubes.

The following suggestions were accepted during March and the standard prize of \$5.00 was awarded in each case; Steaming of Oil Barrels at FF.. William J. Colmer, FFQ Signal Bell on SP Door..... John Lydon, FXT Use of 1 1-2 in. Stickers at DP

Winder..... William Livingston, DPP Band on Dandy Roll at DP... William Livingston, DPP Brow From Car Door to Plat-

form, DMH..... James O'Donnell, DMH Change Drain Pipes on FB

Stock Sheds..... Fred Stockton, FBM Grounding of Iron Bars, FB-

PM7..... Ruel G. Fulton, FBP Plugs for Benzol Tank Covers,

FB..... William H. Taylor, FBP Change Pulleys on Wax Ma-

chine at FFD..... Patsy Sansone, FFD

BIRD CLUB NOTES

The meetings scheduled by the sub-entertainment committee for the past month have been excellent and varied enough to suit all tastes. The vaudeville given by local talent on March 11th had several very good skits, including both instrumental and vocal selections, ventriloquists and monologists. They have been fairly well attended, but with the coming of Spring and the good weather there should be many more at the coming events.

Ladies' and guests' night, which was held on April 1st, also under the auspices of the March sub-committee, certainly drew a full house. Nearly four hundred members and their guests were present. Mr. Bird gave a very interesting talk on Buffalo Jones previous to the moving pictures showing the lassoing of wild animals in Africa. There were several musical selections, community singing and a short talk on the Boy Scout Movement by Mr. Duncan McKellar, Scout executive of the Old Colony Council. There was dancing following the entertainment, with music by the Bird Club Orchestra.

The gymnasium is now entirely complete and ready for use. Albert Smith has charge of the hall and all arrangements for using it should be made through him.

Mr. James Haddon has loaned four pictures to the Club which add to the attractiveness of the Billiard Room.

The Club was also pleased to receive the "History of Three Generations of Bird" from Mr. C. S. Bird.

A ten-piece orchestra has been formed which has furnished music at the last few meetings of the Club, and has proved a valuable asset.

Mark your calendar for the following Bird Club nights during April:

15th—Speakers and Entertainment.

22nd—Show and Dance. Bird Hall.

29th—Entertainment. Assembly Hall.

The sub-committee for April consists of James Quinlan, chairman, Carl Schaier and E. F. Murphy.

**ALL MILLS AND DEPARTMENTS
RUNNING FULL TILT?**

You will probably remember that I made a guess on industrial conditions which cannot materialize on the 15th of April. This does not warrant my joining the class of good guessers. We are not running full tilt, in fact, we are quite a percentage under. But it is a fact that business is coming back slowly, and perhaps it is wise that it does come back slowly. It may therefore, be on a more permanent and solid foundation.

There is not much question but that we shall be below our budget this year, but we are sure that we shall have our share of the business, and that we can produce at a figure which will keep pace with the times.

I am not going to make any more predictions in regard to the time when our mills and departments will be running on full production. As a matter of fact, our entire attention will be taken up in seeing what we can do to eliminate waste in every direction. It is up to every man in this organization to see that every matter that comes to him is so carefully handled that the result will be the best obtainable, both from the standpoint of quality and expense.

We are going to run our plant to meet orders and to maintain a reasonable amount of stock. Next issue we hope to have something more interesting to report.

George R. Wyman, Manufacturing Manager.

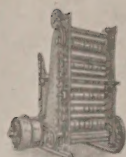
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OFFICE AND SALES NOTES

We are all glad to learn that Miss Field, of the Advertising Department, who is on leave of absence, is rapidly improving in health.

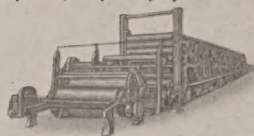
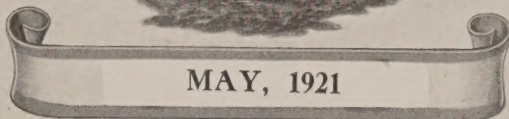
Miss Calkin, of the Accounting Department, is back with us after a long tedious illness because of an accident. We are all glad to see her and hope she continues to gain.

After a successful selling trip to Pennsylvania, Walter Dolan is back at his desk.



Neponset

Review



THE BUSINESS SITUATION

By Mr. BIRD

We have witnessed during the past six months a very severe industrial depression. To-day the business of the country is far below normal but there are slight signs of increased activity.

The business of Bird & Son has gained very slowly in volume but *at greatly* reduced prices. Competition is keen and prices in many cases have been cut below the cost of production. Our plants are running about 70% normal while our competitors are operating at about 50%. We are, therefore, fortunate by comparison.

What is our future production policy? Keep the wheels moving, even though at temporary financial loss. Each and every shut down is a serious damage to the management, to the wage worker and to the stockholder. What, then, can we do to avert shut downs? How can we decrease the cost of production and thus increase the sale of our goods? The answer, as I see it, is through work. A fair day's service for a fair day's pay. All of us, from the president to the messenger boy, must work, *work, work*. That is our only salvation. That, in fact, is the main hope of the world.

What of the future? How long will it be before we shall be on a full time basis? I do not know. It may take six months, or it may be longer. I believe, however, that we shall arrive before the New Year is born. One reason for my confidence is the high reputation of Bird products. That, in fact, is our greatest asset. Quality first! It is a great motto, which we must keep before us. Bird Rugs, our latest product, are now on the map. I take this occasion to congratulate our boys at FF. The rug factory has been efficiently and quickly erected and the quality of the Bird rugs is excellent.

I am pleased to report that the spirit of our organization from top to bottom is harmonious and co-operative. Let us keep it so: without it no concern can be permanently successful.

FIRE AT MAIN PLANT

At about 11.30, Friday morning, April 29th, a fire was discovered in the upper end of the large Raw Stock Shed (SR1) near No. 1 Box Shop. With prompt action on the part of the fire departments, the flames were held in check and confined only to the paper stock and a section of the shed, about 100 feet long. The loss is estimated at about \$50,000.00.

WALPOLE HOME BUILDING CO.

TO BUILD HOMES

A new Corporation has recently been formed under the name of the Walpole Home Building Co. Inc. for the purpose of building houses in East Walpole and vicinity to sell on easy terms to those who desire to own their own homes.

All of the tenement houses owned by Bird & Son, inc. and C. S. Bird have been sold to the new Corporation and will be under that management in the future.

The new Corporation will give assistance to anyone who desires it, in purchasing a lot, a house, or in placing a loan on any house which they wish to purchase.

The Walpole Home Building Co. Inc. will have their office at the Corner of Washington and East Streets, East Walpole, in the Maguire Block, and C. O. Littlefield is to act as General Manager for the Corporation.

Anyone who is interested in purchasing a home, is invited to call at the office and receive such information on the subject as will benefit them in deciding what they can do.

BOY SCOUTS OF AMERICA

Council Organized in East Walpole

At a meeting held recently by parents of the Boy Scouts and other men in East Walpole interested in the Scout movement, it was announced that an invitation had been extended to us to join with the Old Colony Boy Scout Council. After going over the advantages gained in being a member of the council, the decision of the troop committee was unanimously upheld.

At the meeting above mentioned, the East Walpole town council was elected, consisting of the following men: C. S. Bird, C. S. Bird, Jr., P. R. Allen, G. R. Wyman, P. H. Bailey, L. E. Vose, J. E. Smith, W. E. Sumner, A. C. Jones, J. A. Lynch, R. K. Bullard, S. B. Montgomery, W. F. Donahue, W. F. Carberry and B. D. Rogers.

At a subsequent meeting of the council, Mr. G. R. Wyman was elected chairman for the ensuing year and B. D. Rogers, secretary.

It is necessary for East Walpole to raise a small sum for its quota in the Old Colony Council. Mr. P. H. Bailey was chosen chairman of the Finance Committee, and an opportunity will be given the men in the town to become sustaining or associate members of the Boy Scout troops to further their interest.

TENNIS RACKETS

Be sure and get in touch with the Labor Bureau if you are in the market for a racket. We have some that will interest you. Prices are very reasonable.

The tennis courts are in first class shape now, so dig out your shoes, rackets and two dollars.

Tennis balls may be obtained at the Labor Bureau at cost price,



WE ARE MEMBERS OF THE
NATIONAL SAFETY COUNCIL



ACCIDENT RECORD FOR MARCH

Main Mill: 10 accidents; 3 lost time.
Building, and Roofing: 5 accidents; 3 lost time.
New Box Shop: 1 accident; 1 lost time.
Floor Covering: 1 accident; no time lost.
Total: 17 accidents, 7 of which meant lost time.

THE CARELESS MAN: DO YOU KNOW HIM?

He thinks a cut is "too small to bother about" and then spends a couple of weeks or longer at home with an infected hand or foot.

He piles material so that it is apt to fall on the passer-by.

He wears loose sleeves and flowing ties around machinery.

He leaves nails on the floor where he or his fellow workman may step on them.

He puts his fingers into moving machinery.

He doesn't wear goggles when he is grinding or chipping.

He takes chances when the most valuable thing in the world is at stake—His Life.

He thinks Safety First talk is for the Other Fellow.

BIRD CLUB VAUDEVILLE BEST EVER

Over four hundred people attended the vaudeville and dance given by the Bird Club in Bird hall on April 22nd, which was one of the most successful affairs that the Bird Club has ever run; and the Review believes it was the best home talent show ever given in East Walpole. Every one of the artists performed so cleverly that no particular star could be selected.

The Bird Club Orchestra played exceedingly well during the entertainment and for the dance which followed until twelve o'clock.

The committee, composed of J. F. Quinlan, chairman, Carl Schair, F. G. Woods, E. F. Murphy and H. L. Badger, are to be congratulated on the high class show that was given.

MAY ENTERTAINMENTS

The entertainment committee for May consists of W. E. Hale, F. H. Hird, W. E. MacDowell and Frank Whitehead. Plans are to hold an open air entertainment late in the month. Watch the bulletins.

THE CURTAIN RISES ON NEPONSET RUGS

At this writing it seems assured that we shall run NEPONSET 9 x 12 rugs in one piece during the week of May 2.

Splendid co-operation and hard work on the part of all concerned have made it possible to start on this date.

NEPONSET Rugs are being made just as months of painstaking efforts in our laboratories have perfected marked improvements in both finish and wearing qualities of our floor covering, which means a distinct advantage at the very start.

Business has been gradually improving and the outlook is promising. We are satisfied that the quality of our goods will carry more weight than ever before. In fact, it surely seems that the stage is properly set for the appearance of our NEPONSET Rugs and that when the curtain is run up on May 2nd our dealers will see a rug, not only worthy of NEPONSET traditions, but destined to carry them forward to new objectives.

E. C. Kerans.



Suggestion Column

What suggestions have you for a new product?

The following suggestions were accepted in April, and the standard prize of \$5.00 awarded for each:

Guard Rail on Main	
Office Roof.....	Samuel P. Graves..... VJ
Steel Rule on Slitter	
Knives, FXCM6.....	Herman Lauble..... FXC
Method of Making	
Cleaner Cut on Wall	
Board Samples.....	Walter Murphy..... PL
Separate Drive for Slitter at Front End of	
FBPM7.....	John Mattson..... FBM
Safety Device Around	
Main Belt, FBPM7	John Mattson..... FBM
Install Piece of Sheet	
Iron Back of Conveyor on FBPM7	John Mattson..... FBM
Disposition of 1 1-4 inch	
Pipe Taken From	
FF Oven.....	Fred Stockton..... FBM
Install Sliding Ladder on	
Storage Water Tank	
Between FB and FF	Benjamin A. Hathaway FBC
Method of Holding Silk	
in Frames at FF.....	Howard Davis..... FFB
Install Door on Front	
End of FF Print	
Machine.....	James E. MacAloney.... FFP
Tank for Washing FF	
Blocks.....	Howard Davis..... FFB
Swing Frame for FFB	
Drill.....	Howard Davis..... FFB

Chicago Suggestion Awards

The following have been awarded \$5 prize for accepted suggestions:

Joe Bosky (2)—Put small door over kettles just large enough for loading so present covers will not be open continually.

Install float ball in saturation storage tanks so amount on hand can be readily determined.

C. Johnson—Install electric bell for calling attention to lights showing when coating weights should be changed.

C. Boyd—Screen over chute where slate is unloaded from cars.

Erich Gach has turned in several suggestions but as he is a member of the committee did not receive any prize. He says he never did like being on committees anyway.

Miss Coleman also received a \$5.00 prize for the suggestion that the words "Art Craft" be prominently displayed on the building.

It seems like old times to have both machines rumbling along. Who knows but what we will be having some more of those 2 tour days yet.

PROSLATE GARAGES

A special lot of Proslate Garages carried over from last year's stock is being offered at greatly reduced prices:

Long Single Garage—11 x 19 feet.....	\$150.00
Double Garage—16 x 19 feet.....	180.00

Take a building home in a truck and erect it yourself in a few hours, with the help of another man. The buildings are now stored at East Walpole. For further information call at Main Office. Ask for Miss Silver, Advertising Department.

MILL AND OFFICE NOTES

MAIN MILL

The Main Mill ball tossers are out to trim the Main Office nine in first-class style this season. Batter up!

Jim Maguire talks fluently of soils and seeds and sundry things pertaining to the farm, but those who know say he won't wax really eloquent until the cut worms begin to get chummy with the tomato plants.

The new creaser in FX has been running in fine style. Hazel Carpenter, of the Mill Office, has left us to accept a position nearer home, and Elsie Nelson has taken her place.

The boy you have seen hustling cheerfully around with the mail bag on his shoulders is Harry Watkins, our new office boy.

One of our new boilers is now in operation, and, although it is only an 822 h. p. boiler, it has been furnishing steam at the rate of 1750 h. p. at times.

Dennis Broderick of FXR met with a very painful accident on April 21st. While changing over and adjusting his machine the power was accidentally thrown on, catching his fingers between the gears, lacerating them so badly that part of two were lost.

MAIN OFFICE

Ruth Patterson has begun work in the Billing Department and Edward P. Wesson in the Sales Department as correspondent.

Wm. Hale, Ed. Murphy and Walter Dolan journeyed to the Big City recently to attend the meet-up of our New York, New Jersey and Pennsylvania salesmen held at our New York office, Saturday, April 23rd. The meeting was productive of many excellent ideas.

The folk in the Sales Department certainly miss "June" Bunker. They are all keeping their desks clear so that they handle the orders they expect from him.

Buddy Mutch is visiting her friends in Hamilton where she worked last year in the Accounting Department.

Ernestine Surette, who has been ill for the past few weeks, is recuperating rapidly and we hope to see her back soon.

We were all glad to see Mr. Graves, who was Purchasing Agent here for so many years, when he returned recently from Europe. He found that the war had changed many things since his last visit across the Atlantic.

The recent town elections show that the members of the Sales Department have a high sense of civic duty as well as deserved popularity in their communities. Richard C. Floyd was elected representative from his precinct to the Brookline Town Meeting; W. E. Hale was re-elected member of the School Committee of Walpole, and is to be Chairman of the Board, succeeding P. R. Allen, resigned; and George W. Towle, Jr., was elected Moderator of the Walpole Town Meeting.

BUILDING AND ROOFING PLANT

Eli Chamberlain, our assistant super, has a small son who came in March. At the present time, Eli says the boy is working on the night shift.

Not to be outdone, Jimmie Sword came in the other day and beamingly announced the arrival of a 7 1-2 lb. daughter. We congratulate them both.

John Maudzun, FBF, narrowly escaped a serious accident recently when a loose sleeve caught in the slitter. Fortunately, no damage resulted except a wrecked shirt. Look out for loose sleeves around machinery.

We are glad to welcome Joe Conley, our yard foreman, back after his recent illness. Joe must be a good instructor, for his assistant, Harold Knight, acquitted himself as foreman very creditably during Joe's absence.

We extend a cordial greeting to our new engineer, Mr. Edwin M. Lines, and know that he will receive the co-operation characteristic of FB.

John Fairbank has left us, and he goes with good wishes for success in his new venture. We sure miss him and his happy smile. He was never too busy to help you if he could. Best of luck, Johnny.

We are very sorry to lose Miss Burbank, for we miss her pleasant smile. We are glad to welcome Miss Ebbs. We all wish she could stay with us longer.

Fred Ellis is still wondering what stopped the bubbles. We all take our hats off to him, though. His suggestion certainly did the trick.

Fred Carey and his motorcycle are going over the road daily. He is a competent motorcycle instructor. At least, Johnson says so.

Johnson has a new canoe; cushions, flag and everything. Let's go, girls.

We have had Miss Brinner from the Stenographic Department with us for a few days. We shall all be glad to have Johnny back, but we surely do enjoy having Miss Brinner in the office.

FLOOR COVERING PLANT

The main topic of conversation at the Floor Covering plant these days is the new carpet patterns and the 9 x 12 rugs. The recent announcement that the new addition would be ready so that rugs would be run May 2nd pleased everybody.

Hugh Knight, assistant chemist, is back after a three weeks' battle with the gripper. We are all mighty glad to have him with us feeling like himself again.

Our eagle-eyed outside watchman, P. McCall, has been transferred to the Finishing Department. Look out they don't leave any watches on the floor, Pete.

WANTED—Ford rear ends to repair. Ten years' experience and all work guaranteed. Assembled to run in either direction. For further information apply to Frank Sutherland of FF, residence, Vinegar Hill.

The Norwood Plants are all ready for baseball. With us it is 1st place or nothing:

The lineup is as follows:—

Patterson, Manager; Martin, Captain; Flower, catcher or fielder; Tucker, catcher or fielder; Wilson, fielder; Feeney, 1st; Martin, 2nd; Higgin, s. s.; Crooker, 3rd; Seaver, pitcher; Slavey, fielder; Smith, 2nd; Clem, fielder; Seavey, pitcher.

PHILLIPSDALE PLANT

Gardens seem to be the main topic of the day at Phillipsdale, agitated by the plowing and plotting of a big stretch of land south of the mill. It seems to be the ambition of the amateur gardeners to equal the consistent prize crops of our chief engineer, George Hawley, and the appeal of "show us how to do it" is general. There is great promise of good crops through the keen competition already evident.

Charles Gerard has broken his engagement with his sweetheart, and is once more in the matrimonial market. Charlie says that he prefers widows to divorcees, and now when he wants to know which route the former martyr has taken, he asks whether "shaken or taken," meaning Reno or the pearly gates. By the way, Charlie did not start until late in life, but he is knocking them dead by platoons and squadrons.

Charlie Denneby claims that when living in Ireland he saw a mushroom lift a large steel plate that it grew under, and says that any stone mason from there will back up the statement that this fungus has been known to dismante houses by growing under the foundations. We would advise anybody who wants to go into the house wrecking business, to apply to Charley for some of the spawn, if in the meantime he doesn't turn over and wake up.

WE WONDER

Where Ralph Denno's truck is?
When George Inman will get his car painted?
When Frank Reed will get settled down?
What is on Johnny Nolan's mind?
Where Rex Salisbury goes Monday afternoons?
Why Alec Homenuck wears overalls?
What makes "Tixie" Billings so quiet?
When the Emergency Room will be completed?
What makes George Hawley stay under the Oldsmobile?

NEW GREEN SHINGLE AT CHICAGO

Our new Tile Green surfacing for American Roofing and Shingles is becoming very popular. For the last four weeks sales in roll roofing—Tile Green Surface—were twice the amount of sales on both red and green surfaced. About half of the amount of our shingle sales, including both Bird's Neponset and Bird's American Twin Shingles, were shingles sold with the Tile Green surfacing. Reports from dealers and salesmen are unanimously in favor of this real green color.

A. S. Downey.

BASEBALL LEAGUE OPENS

Scores to Date

April 25—FX & DF, 6, FB & FF, 2.
 April 27—Office, 11, DM & EM, 10.
 May 2—DM & EM, 5, FX & DF, 4.
 May 4—Office, 14, FB & FF, 2.

At the Athletic Association baseball meeting, held on March 30th, it was decided that the league this year be composed of four teams instead of six, as last year. The teams representing the league will be the following:—Floor Covering and Building & Roofing will combine for one team; No. 1 and No. 2 Box Shops and the Finishing Mill will combine for another; the Main Mill and Maintenance Department for the third team; and the fourth team will be made up from the Main Office.

The following managers and captains have been elected by the teams:—

Norwood Plant—W. J. Patterson, Manager; Frank Sutherland, Asst. Manager; S. F. Martin, Captain.

Box Shops—W. J. Geary, Manager; David Bowles, Captain.

Main Mill—John J. Burke, Manager; Fred B. Duncan, Jr., Captain.

Main Offices—Frank E. Woods, Manager; M. J. Hawkins, Captain.

Albert W. Smith was elected General Manager of the teams and S. F. Martin, Treasurer at a meeting of the Board of Directors. The Board of Directors have also arranged the schedule which appears in this issue of the Review.

It was also decided that, instead of a banner this year for the winning team, there should be a permanent cup secured and the winners' names engraved upon it each year.

The general manager is starting the All Star Team. The first game, which was to be played on April 23rd with the Norwood K. of C., was postponed on account of rain. This game will be played on Saturday, May 7th.

Frank L. Murphy of DF has been selected as umpire for the league.

Departmental Baseball Schedule for 1921

Monday, May 9—DM & EM vs FB & FF.
 Wednesday, May 11—FX & DF vs Office.

Monday, May 16—FB & FF vs FX & DF.
 Wednesday, May 18—Office vs DM & EM.

Monday, May 23—DM & EM vs FX & DF.
 Wednesday, May 25—Office vs FB & FF.

Tuesday, May 31—FB & FF vs DM & EM.
 Wednesday, June 1—Office vs FX & DF.

Monday, June 6—FX & DF vs FB & FF.
 Wednesday, June 8—DM & EM vs Office.

Monday, June 13—FX & DF vs DM & EM.
 Wednesday, June 15—FB & FF vs Office.

Monday, June 20—DM & EM vs FB & FF.
 Wednesday, June 22—FX & DF vs Office.

Monday, June 27—FB & FF vs FX & DF.
 Wednesday, June 29—Office vs DM & EM.

Tuesday, July 19—DM & EM vs Office.
 Thursday, July 21—FB & FF vs FX & DF.

Bird & Son, inc., A. A. baseball team expects to play some of its games out of town. A good chance for you folks with a car to have a nice ride, see a good ball game and, best of all, to stand back of your own team.

TENNIS COURTS READY

The Tennis Club members met on April 18th to elect officers and discuss tennis matters for the coming season.

James B. Maguire was elected president and Albert W. Smith treasurer. An Executive Committee was also appointed, and it was decided that the president an treasurer, together with other members whom they should appoint, act as a Tournament Committee.

The courts on Wolcott avenue are already in condition and play has been started. The court at the Bird Club is nearly ready. The Spring tournament will start very shortly and everybody interested in tennis is asked to watch the bulletin boards for the date. If you are a tennis player, be sure to send in your entry to the president at once.

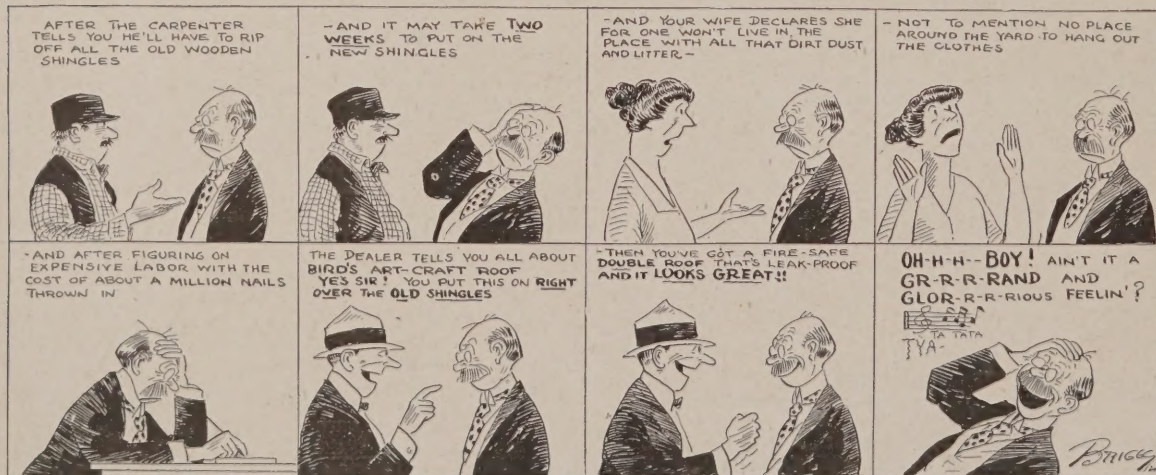
Last year was the most successful tennis year that we have ever had, and this year bids fair to see more tennis than ever. The Tennis Club will be prepared to take care of more players this year, with the additional court at the Bird Club, and the facilities for installing additional courts on Wolcott Avenue.

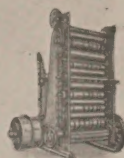
If you are not a member of the Tennis Club, see that your name is sent in at once to Albert W. Smith, AP, treasurer. Membership certificates are now available. The season's dues are two dollars.

KEYS FOUND

Several bunches of keys have been picked up in the square during the last few months. If you have lost your key, come into the Labor Bureau and look over those that have been found recently.

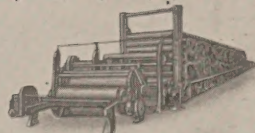
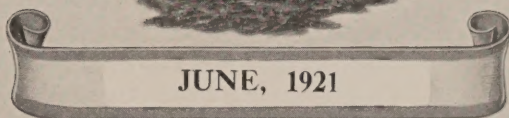
OH-H BOY! AINT IT A GRAND AND GLORIOUS FEELING?





Neponset

Review



BIRD'S EYE VIEW OF NEW FLOOR COVERING EXTENSION



Picture Taken from Top of New Staso Tanks Showing Storage Yards at Building & Roofing and Floor Covering Plant, Norwood in Distance

BIRD CLUB CARNIVAL AFTERNOON AND EVENING, JULY 16, 1921 EAST WALPOLE, MASS.

Committees have already been appointed to work out a fine, up-to-date program for a real carnival. There will be music, dancing, midway, sports and entertainment.

Prepare now for the day and see that nothing prevents your being there. Talk it up among your friends. It is a long time since East Walpole has had anything like it.

The Committees will have more to say through the usual advertising mediums and bulletins. Watch for them.
THE COMMITTEE



WE ARE MEMBERS OF THE
NATIONAL SAFETY COUNCIL



ACCIDENTS

How They Happen

Here is the way some of the men who come into the hospital explain their accidents. A great many accidents could be prevented by a little forethought. One think before an accident is worth ten thinks afterwards.

- "Loose sleeve caught in splitter."
- "Overalls caught in end of shaft."
- "Dropped piece of iron railing on my foot."
- "Dropped crane rail support on foot."
- "Truck ran over foot."
- "Two-wheeled truck ran over foot."

April Accidents

Main Mill, 3—No time lost.
Old Box Shop, 1 — 1 time lost.
New Box Shop, 1 — 1 lost time.
Building and Roofing, 5 — 2 lost time.
Floor Covering, 7 — 4 lost time.
Total — 17 accidents; 8 lost time.

SAFETY CAMPAIGN

It was a leading American magazine that declared, a few months ago, that American accidents were relatively more costly than the world war, and proved it with the statement that while 47,949 Americans were killed in battle in Europe, 126,000 persons were accidentally killed in the United States during the same period.

And now comes the Massachusetts Safety Council with the statement that during a period of industrial readjustment, such as we are having at present, accidents usually show a relative increase, but this will not occur in the Old Bay State this year, because a safety program is being organized to prevent it.

Accidents in Massachusetts cost the staggering sum of \$35,000,000 last year. They killed nearly 2700 people, and probably injured 100,000. The Massachusetts Safety Council, which is coordinating the efforts of the local councils of the National Safety Council with the work of the Safe Roads Federation, and is asking women's organizations to carry on a campaign of accident reduction in the homes, believes that this total can be reduced 25 per cent when the public understands just how the average accident occurs.

Here are a few of the interesting facts that it has compiled from its investigations:

(a) Guarding machinery accomplishes only what a steel hat did in battle. The man himself, when struck by a splinter, must know enough about infection to seek first aid at once.

(b) Half of the 170 children killed and 2400 injured on the highways of the state last year would have been spared if they had not tried to dart in front of a moving auto.

(c) Since the first of the year fifty men have been struck blind while driving an automobile, and have ridden to serious accident because bad booze, taken in small quantity a half hour before, contained wood alcohol that suddenly released formaldehyde gas in their eyes.

(d) Two innocent causes that contributed to the \$12,432,825 fire loss in the state last year were newspapers under the cellar stairs and waste paper near the gas meter.

These are only a few of the facts collected. Like a great many others, they are of human interest, and if everybody knew about them, accidents would decrease in number. The Massachusetts Safety Council, of which Mr. Howard Coonley of the Walworth Manufacturing Company is president, believes that it can interest the public in a big way by launching a big program in September, and it is making active arrangements for this already.

It has invited the National Safety Congress, with its 3000 safety engineers from all over the country, to meet

in Boston September 26-30. It has secured the Memorial Auditorium and 15 large committee rooms at the State House as a meeting place for the convention. It has voted to expend \$5000 on a No-Accident Week, and to ask every industrial plant in the state to observe it. It has made plans to send 60 speakers out from the convention to address shop meetings on safety topics. It has invited every mill and shop to send a delegation to the convention and wants shop hands to participate.

BEATING THE H. C. OF L.

In this picture we have Winfred and Arnold Schaier with some of their prize apples, Wolf River, Opaescent and Seeknofurther. An idea of the size of these apples may be gained by comparing them with the bushel boxes. Some of the apples measure 15 inches in circumference.



Winfred and Arnold Schaier with Some of their Garden Produce

Winfred sold thirty bushels and also had enough left for family use during the summer and winter. These trees have been grown within five to fifteen years.

Mr. Schaier says: "In addition to these trees, we have had an abundance of raspberries, blackberries, strawberries, gooseberries, currants, cherries, grapes, and vegetables enough of every description in their season for family use, besides 42 bushels of potatoes for winter use.

"It is fair to say that a garden of this sort is worth no less than \$500 a year to its owner. My advice to ambitious fellows is to buy a plot of land of about half an acre—no less—and get trees growing. The vegetables are easily taken care of. The work is interesting, healthful and pleasing. There is nothing, to my mind, that is more enjoyable than to walk through one's garden in mid-summer and see the fruit growing, especially trees that have been grafted by yourself.

"Once get your garden under way and the children will become interested and take an active hand in the work. Children can do worse things than work in a garden."

FUNDAMENTALS OF A SUCCESSFUL MANUFACTURING ORGANIZATION

MANUFACTURING
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MILL AND OFFICE NOTES

MAIN PLANT

The Main Mill is proud of the fact that their team is the only one in the Inter-departmental League boasting a grandfather on its line-up. Bill Boyden became a grandpa the same week he became first baseman on the Mill team.

The Chrysanthemum Club, composed of girls who work in the Box Shops, has been having regular meetings all winter. The class in basketry, working under the direction of Miss Ebbs, has completed a number of exceptionally good-looking reed trays.

Russ Tupper sprained his ankle in the game against FB the other night. It was rather painful for a couple of days, but is rapidly getting well, so that, outside of its making it a bit difficult for Russ to dance with his usual ease and grace, he is not suffering much discomfort now.

Silicate and Clay Versus Whitewash

Slim Mike Morris, one of our genial staplers, wanted to play cards at noon, so persuaded Tom O'Day to get him some whitewash so he could fix up his hen house after work.

Tom figured out that clay and silicate dustings, being white, ought to make good whitewash—and think of the money saved. He mixed up a nice little batch, carefully did it up and turned it over to the very grateful Mike.

Mike couldn't wait for Mrs. Mike to wash the dishes, he was so anxious to use the stove. Adding water to the mixture and boiling it, made a right good looking mess.

With pot and brush, Mike proceeded to the henhouse. He thought that the whitewash was a bit sticky, but he slapped it on right and left and thought he had done a wonderful job.

In the morning he went out to give it the once over and what a sight he saw! There were hens stuck on the ceiling, feet first; hens to the right of him, hens to the left of him; but the only way to move them was to chop the henhouse away from them. One lone critter ate some and was so transparent you could look right through him.

Mike and Tom speak now, but one would not call them friends. Would one?

BUILDING AND ROOFING PLANT

Fred Carey is sporting a new motorcycle that is pretty special. Anyway, rumor hath it that he paid \$10 for it.

Fitzgerald, our inspector, is going to take up the study of New England roads this summer at first hand in his new Overland.

We hear that Gustafson, FBE, is in the market for a Ford.

The other day Baker answered the telephone and this is what we heard him say: "Is the tank load of train cars in?" What did he mean? Your guess is as good as ours.



Frank Meyer, FXP, twin girls.
W. W. Wilson, FB superintendent, boy.
A. W. Mellen, a boy.
D. E. Merrill, R, a boy.
Vincent D'Espinosa, FX, a boy.
P. J. McDonald, FXF, a girl.
Joseph Adamonis, FFP, a boy.
C. W. Conrad, E, a boy.

FLOOR COVERING PLANT

Speaking of the association of ideas, Clem at FF took up the receiver of the telephone the other day and called for Mr. Baker. The operator gave him Miss Cook.

With two new hangers completed in FFD we expect a 60 per cent increase in production of Rug Borders.

Since R. W. Peakes' resignation as superintendent, Mr. Wilson has taken direct charge of the whole plant.

"Red" Martin, erstwhile of GL & PBE, is now in charge of the Rug Finishing Department.

Bill and Pat Martin, strategy officers of the FB&FF ball team, won their first game last week with a score of 7 to 0 from FX & DF. They expect all wins from now on.



Scene at Stock Shed Fire April 29 that Destroyed Large Section of Shed and Threatened Surrounding Buildings

Charles Savage is now general utility man in FFN. Leon Narbut of Norwood is learning the office end with us, beginning at the bottom. We believe him to be a climber.

Congratulations are due Michael McColgan on entering upon the joys of wedded bliss.

The new construction is nearly finished. Rugs are running through the print machines and the Rug Finishing room gang is getting into shape. Neponset Rugs are certainly beauties.

MAIN OFFICE

We are glad to see Anna M. Roundy of the Credit Department, who has been ill for several weeks, back at her desk again.

Miss Field of the Advertising Department, who has been out for several months, has greatly improved in health and is now back at work.

Alice Carpenter, who has been in the Sales Record Department for the past two years, left us recently to enter a New Hampshire hospital to train to become a nurse. Miss Carpenter has the best wishes of all her office associates, who presented her with a black traveling bag so that she might be reminded of them when she is in her new surroundings.

We are glad to welcome Marion Smith, formerly of the Accounting Department, who has come back to us to act as substitute during vacations. At present she is relieving for Mrs. Griffin of the Labor Bureau, who is spending her vacation in Vermont.

It's a Dodge touring car and John Robertson is at the wheel. Tommy Milton has cause to worry, for the three miles a minute record is threatened. John purchased the Dodge May 18th.

Sabina Costello of the Sales Department drove over the Trail with a party of friends recently and reported excellent weather, good eats, a wonderful time.

The following newcomers have joined the office force recently: Margaret Dalton, Sales Records, Mary Concanon, Sales Records, Genevieve MacWhirter, Sales Records, Florence Applebee, Cost Accounting, Wm. E. Woods, Building & Roofing Sales.

Frank Woods of the Accounting Department has decided to forsake the railroad and make the daily journey from Jamaica Plain to East Walpole and back in the car he recently purchased. He spends most of his spare moments exploring its interior.

The folk who lunch regularly with Mrs. Holmes, our cashier, helped her celebrate her birthday a few weeks ago by presenting her with a large basket of fruit. Mrs. Holmes received congratulations and wishes for many future happy birthdays from the entire office force.

May 17th, John Robertson received a letter from Lancaster, Pa., reporting the arrival there of two of his Belgium bred Homer Pigeons. The distance from Norwood, the point of release, to the destination is 350 miles, and the Homers covered the distance in 6 hours and 34 minutes. If any readers of the NEPONSET REVIEW are pigeon fanciers, John would be glad to show them through his lofts.

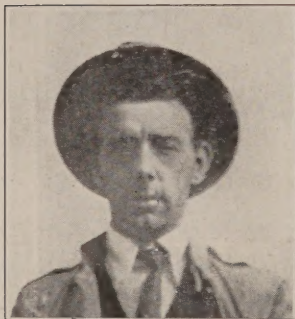
"Bill" Murphy has returned to our Transportation Department after taking in the training schedule of the Pittsfield baseball team at Pittsfield, Mass. More than fifty players reported for tryouts and, as the club's finances would not permit a fair trial, it was decided to retain last year's team. Bill reports that, if given an opportunity, he could probably satisfy Pittsfield that he should replace a regular.

Her many friends are glad to learn that Maude Cushman, who recently underwent an operation at the Norwood Hospital, is getting along very well. The folk on the top floor sent her a cheerful message of sympathy the other day all done up in ribbon and poetry in the usual Sales Department style.

PHILLIPSDALE PLANT

WHO'S WHO AT PHILLIPSDALE

Our assistant master mechanic, William Banks, is Napoleonic in stature and has an irrepressible good nature. We "Bank" on "Billy" to keep the wheels moving. He is also a Safety and Fire Brigade man. Billy has served with us ten years and has come up from the ranks.



The new variable speed engine driving the paper machine was started Monday, May 16th, and is working out fine. Before this engine was installed any great change in speed of machine necessitated a shut down to change belt on cone pulleys. Any change now—well, as the paper foreman tells it, "It's a cinch—nothing to it." In addition to being a saving of time, elbow grease and cuss words, we hope it will result in an increase in production.

The song birds are with us again and it is very pleasing to listen to them in the early morning on our way to work, but how very disagreeable it is when we reach the Mill to listen to the two song birds, Christie and Madden, that we have in DPM, Christie trying out a few classical selections and Madden trying to sing tenor. It is very strange how people that can't sing will, and people who can sing won't. We refer to Leonard Carlson, James O'Holloran and Johnny Nolan.

The Cutter Room boys do not drink as much water since the time clocks were put in. Before they had to go to the drinking fountain to see the engine room clock.

If Charlie Cyranok could use his paper beater on strings, we would forget we ever had Taylor and stiles cutters.

Charlie Riley says he will give up keeping hens if they

don't stop having the croup. Put their night caps on Charlie.

Speaking of poultry, have you seen Rex's new flock? He has had some fine hatchings.

Nat Olch says he can buy clams cheaper than he can dig them. How much was the carfare, Nat?

Have you seen Mr. Hawley's new car? Fooled again! It is not a new car, just painted.

If washing a car will do it good Mr. Pettingill has the best car in East Providence.

"Have you seen the Pipers?"

"Yes, I saw Casey."

"Where?"

"Coming from the lockers."

"Did he have a Stillson Wrench in his hand?"

"No, he had a sandwich; half of it was in his hand and the other half in his mouth."

Our office boy is some kid. Did you notice the pretty shoes he is wearing and how nicely he combs his hair?

Carl Andrews says rabbits are easier to keep than hens, you don't have to bother gathering the eggs.

ALICE DOWNING TO TRAIN FOR NURSING

Miss Alice L. Downing came directly from school to Bird & Son, entering the Accounting Department, where she stayed until about a year ago, going from there to the Treasurer's Department as Assistant Treasurer.

She has now severed her connections with us to take up nursing, which is one of the finest and noblest kinds of work that can be done. She will carry into that work a business training that she has acquired through very close application, and she will also put into the work that spirit and character which has always been hers and which is so essential to the new work that she is going to take up.

Miss Downing has always been the same throughout her entire service here, attentive to her duties, patient and painstaking and ever courteous under all circumstances. Not only was she appreciated in the office but also by those with whom she came in contact during the period when she was on the payroll.

We shall miss her but she leaves with our heartiest wishes for her future success and she knows that should she ever desire to go back into business life that there will always be a place here for her.

"JUNE" BUNKER PUSHES NEPONSET

The Sales Office associates of James Bunker, who left them about two months ago to become an outside salesman, knew that he would make good, and that he is justifying the faith that is in them is amply shown by the following excerpts from a recent salesman's bulletin.

"James Bunker hasn't been on the road very long. He was brought up here in the office and was crazy to go on the road because he was ambitious. He claimed he could sell goods where other salesmen could not. Finally we turned him loose.

"So far as our records show we had not sold anything, in previous years, in the town of Wilmington, Vermont, 1400 inhabitants, but Bunker gathers in a carload order on the 11th of April, and then he gets the dealer to go in on our partnership advertising, and here is some of the free publicity that Bunker has secured for himself in the local papers, which chimed in perfectly with the dealer's advertising:

"J. H. Bunker, Jr., agent for the Bird Roofing products, will come up from Boston next week on business with C. W. Terrill."

"J. H. Bunker, Jr., was here Wednesday, in the interests of Bird & Son of East Walpole, Mass. Mr. Bunker placed the agency for the Bird NEPONSET Products with C. W. Terrill and incidentally a new line of advertising with The Times. Mr. Bunker expects to make a return trip about the 20th. He travels by auto."

"Bunker has now sent in the second carload. Remember it is a town of only 1400 inhabitants. Why don't you take a leaf out of Bunker's book?"

\$500.00 PRIZE

Bird & Son's business has been built on new and original ideas and products.

WE MUST PROGRESS

We must continue to develop new products. Most of the thought on products developed in the past came from our own organization.

We now make an exceptional offer to each and every member of our organization to induce further thought upon our manufacturing problems.

This offer covers any product, but especially shingles and roofing, in which field there is still much room for development. These products are:

Shingles
Roofing
Building Paper
Floor Covering
Rug Border



Rugs
Fibre Cases
Paper Boxes
Wall Board
Special Papers

SUGGEST A NEW PRODUCT

A special prize of \$500.00 is offered to any member of the Bird & Son, inc., organization, wherever located, who suggests a new product that possesses sufficient merit to be added to our line and which is, as a matter of fact, actually added to the line.

To win, it is only necessary that the idea be actually accepted and placed in our line of manufactured products.

These suggestions may be put in suggestion boxes or mailed direct to Bird & Son, inc. East Walpole.

This offer expires August 31st, 1921.

June 1, 1921

BIRD & SON, inc.

THE NEPONSET REVIEW

LIBRARY

Never in the history of the world has there been so much need as at the present time for the man who knows, for the sound, hard-headed business man who bases his actions on a knowledge of the facts. "Knowledge is power," but, like all worthwhile things, it means work to get it. It has been said that for every man who is physically lazy there are a dozen who are mentally lazy, which goes far to account for the lack of real leaders.

The fellow who wins in the race is the fellow whose muscles are developed and trained. The man who wins in the industrial race is the fellow whose mind is trained and developed by study and thought. In a recent article in the "American Magazine," Joseph French Johnson, dean of the School of Commerce, Accounts and Finance, New York University, advises the young man in business to build slowly and carefully a small practical business library and recommends the ten books listed below as a good start.

1. A good political economy. John Stuart Mill's is a classic, but it is difficult for beginners. Richard T. Ely's "Outlines of Economics" is good, and there are many others.

2. A good book on Finance. Bagehot's "Lombard Street" is a classic. Horace White's "Money and Banking," Wither's "Meaning of Money," and Professor Dunbar's "Chapters in the Theory and History of Banking" are all first-class.

3. A book on Practical Finance. W. H. Lyon's "Corporation Finance," is excellent, so is W. H. Lough's book on the same subject.

4. A book about Wall Street, for, after all, Wall Street is the heart of our business organism. I recommend Pratt's "The Work of Wall Street," and Van Antwerp's "The Stock Exchange from Within."

5. A book on Management; for example, Kimball's "Industrial Management," and Galloway's "Office Management."

6. A book on Psychology as applied to Business. Professor Walter Dill Scott was a pioneer in this field and his "Influencing Men in Business" is full of stimulation.

7. Something on Sociology, which is the study of the foundation and origin of custom. Fairchild's "Applied Sociology" is an interesting book. Dealey and Ward's "Textbook of Sociology" is interesting, despite its title.

8. A book on Labor Problems. The field is so vast and is shifting so rapidly that recommendations are difficult. Professor John R. Common's book on "Principles of Labor Legislation" is standard, and John Leitch's "Men to Man" is fresh and human.

9. Biography. No man who has tasted the joys of biography will be content with one book, or a dozen. Franklin's "Autobiography" ought to be read by every man in business. He was our first "self-made" man. John Stuart Mill's "Autobiography" is a masterpiece, and the life of Cecil Rhodes, of James J. Hill and other men of the empire-builder type help men to think in larger terms and exercise the imagination.

10. History. The Introduction to Buckle's "History of Civilization" should be read by every man who wants to understand the relation of economic causes to human events, and any man who starts his historical library with it will inevitably be carried on to other books in which he will find the problems of today coming up again and again. No man who is grounded in history ever goes about wagging his head and asking, "What is the world coming to?" He knows pretty definitely what it is coming to, for he has seen it struggling through the same sort of trials and tribulations many times before.

Some of the best new novels:

Harbor Road.....	Bassett
Brimming Cup.....	Canfield
Moreton Mystery.....	De Jeans
Youth in Harley.....	Gerould
Singing Heart.....	Ward
No Defense.....	Parker
Trumpeter Swan.....	Bailey
Sand Holler.....	Maniates
Windham's Pal.....	Bindlos
I've Married Marjorie.....	Widdimer

Eve to the Rescue.....	Hueston
An Old Chester Secret.....	Deland

SEEDS

The Help they Render to the World and the Lessons They Teach to Humans

(From the Sioux City Tribune.)

Seeds are irrational little ambitions on the part of nature to improve the existing state of things. Each one of them is laudably intent on being of service in the world, and in perpetuating its family for more service; only, in its enthusiasm, a seed gives no heed to conditions.

One can imagine that, if the maple or the clover that started to grow in a crack in a stone sidewalk were cautioned to select a more favorable locality, it would exclaim: "Knocker! Crepe hanger! Where is there a place that needs something growing more than this barren stone?"

Such a maple or clover is as innately noble as those that happened upon suitable locations, though, it must be admitted, not so useful to the world in the long run. Inherent strength in the maple might in time move the walk itself, but the clover must grow deformed and puny from the lack of proper conditions in which to develop.

Very much like seeds are human ambitions. The best of them may become hideous in unsuitable soil. The prompting to do often finds lodgment in the mind of an individual not qualified to mature it. A dreamer would be a teacher; a lazy man, a captain of industry; a man who struggles to pay the milkman would buy an automobile. But a twisted theory of economics or a shriveled artistic career, like a deformed human body, has none of the picturesqueness that often results from the unguided activities of seeds.

However, somebody has estimated that only one violet seed in 700 lives to produce violets the following year; yet the world has never seen a shortage of violets! And any locality can furnish enough theories for making things right everywhere to smooth out all the old world's wrinkles. Perhaps, after all, it is better and simpler that only something like one in 700 blossoms.

FOLLOW UP

We hear a lot of talk about "following up the prospective customer" and all that sort of thing. We can apply the "follow up" stuff in the Manufacturing and Office Departments.

When some one calls you for certain information, don't say, "I'll let you know," and then forget it, or, do the same thing when you receive an order to do certain things or memos of any sort. Follow them to the end. Give the persons the information they ask for and do it quickly.

Things that look small to you may mean a great deal to the person asking you and it may be absolutely necessary that he get it quickly in order to answer some one else.

Have you had this experience?

Some one asks you a question. You say, "I'll let you know." You call some one else who can give you part of information needed. You wait several hours and no answer. The first person gets tired of waiting and calls you and you are obliged to say that the third person is slow or has forgotten. That means another call to the third person to hurry him and also another call on switch board.

Get the habit of answering questions promptly and as correctly as possible.

Have a scratch block handy and make notes. Keep them in front of you until there is nothing more to be said about the matter. You may be on the receiving end of one of these inquiries some time. Did it ever happen to you? There is a lot of satisfaction when you can say, "No one is waiting for me." Follow up.

(The above was sent in unsigned but carries so good a thought that we publish it. The REVIEW asks that each contributor sign his article; if you do not wish your name used just say so and we will respect your wishes.—Ed.)



Suggestion Column

GRAND SUGGESTION PRIZE

The Floor Covering plant carried off all the honors in the Suggestion contest for 1920. Patsy Sansone, FFD, who was high man last year, duplicated his record this year by winning first place with a total of 17 accepted suggestions.

Billy Pummendassi, also of FF, won second place with 12 accepted suggestions, and John Wennstrom, FF, was third with 8 accepted suggestions.

The REVIEW extends its sincere congratulations to the winners as well as to the Floor Covering plant.



P. Sansone, Twice Winner
of the \$100 Prize 1919-1920



Billy Pummendassi
Winner of 2nd Prize 1920

SUGGESTIONS

The following suggestions were accepted during May and the standard prize of \$5.00 was awarded in each case: Install Roll on Rug Border Winding Machine

.... Patsy Sansone, FFD
Safety Device, Soapstone Separator Shaft

.... John Mattson, FBM
Install Feed Pipe and Waste Pipe — Soapstone Hopper, FBP

.... John Graham, FBP
Put Glass Panel in Door, Men's entrance, Main Office Basement
Kenneth G. Rouillard, AC

NATURALIZATION

There will be a session of the Naturalization Court in Dedham, September 29th, at which petitions for final papers will be heard.

Petition for final papers may be filed any time up to the first of July—that is, up to within 90 days of the sitting of the Court.

The Court House is open every day from 9 a. m. to 5 p. m.; Saturdays, from 9 a. m. to 12 m.

In order to obtain second papers, it is necessary to meet the following requirements:

1. Applicant must be 21 years of age or over.
2. Must be able to speak English.
3. Must have lived in the United States for five years and in Massachusetts for one year before filing.

4. Two witnesses, who are citizens, must swear to your residence in the country.

Anyone who came to the United States after July 29, 1906, must get a Certificate of Arrival from Washington. Blanks, which may be obtained through the Labor Bureau, are to be filled out and sent with the first papers to the Immigration Bureau, where the arrival is verified and certificate made out.

At the hearing for the final papers, the applicant must show that he can read, that he has read the Constitution of the United States and he must answer questions as to the government.

Further information as to obtaining second papers will gladly be given you at the Labor Bureau.

Books and pamphlets which will help in preparing for the examination may be obtained at the Library.

SELLING FLOOR COVERINGS TO THE HOUSE- HOLDERS

I have been asked to write an article on "How to Sell Bird Rugs to the Householders," and, as we have had some very unique experiences, I think the readers of the NEPONSET REVIEW would be interested in hearing some of them.

An elderly lady who was living alone asked me how long I would guarantee one of our rugs to wear and, as I thought she was nearly seventy, I told her it would last her the rest of her life. "Well," she said, "I wouldn't buy anything that didn't last twenty years."

Another old lady said she had been waiting a year to get her kitchen floor covered and thought our coming was an act of Providence. We are beginning to think so, too, as she lives in a large, old fashioned house and we have covered three rooms already besides getting four orders from her friends.

One of my best arguments for the rugs has been the labor they save in scrubbing the kitchen floor; but one woman, after I had nearly sold the rug to her husband, said that she never saw anything that saved a woman any work. I asked her about the electric washing machine and the vacuum cleaners, etc., and told her the rug was as much of an improvement over a bare floor as the electric washing machine was over scrubbing clothes by hand, but she said that it was only one more thing in the kitchen to take care of, so she wouldn't have it.

Most everyone thinks the rugs are beautiful and after we have the larger sizes I am sure the sales will be greatly increased, for the demand is mostly for the larger sizes.

Not the least amusing of our experiences have been those with our "Henry." It has a habit of stopping whenever it gets tired and sometimes runs over us when we crank it, but we are slowly getting acquainted and hope to reach a mutual understanding soon.

R. H. K.

CHICAGO

Building operations in Chicago, and practically every large and small city through the middle west, have been at a standstill for the past sixty days owing to labor troubles. It looks now as if these matters would be adjusted in the near future and we anticipate a very large volume of roofing business just as soon as building starts. Generally speaking, stocks are low. Dealers are not disposed to buy in quantity under present market conditions.

It appears that our May sales will more than double May shipments of last year, figured on a roofing square basis. Art-Craft sales have been exceptionally good considering conditions. A very large number of new accounts have been opened this spring and most salesmen are depending upon Art-Craft and Shingles for their largest volume.

The Chicago Mill broke all records on production of Art-Craft on No. 1 machine and shingles on No. 2 machine for week ending May 14.

We noticed an item in the "Boston Globe" recently which stated that John H. Maguire had picked half a box of strawberries in his garden on May 28. Right after that we learned that he was laid up for a couple of days. John should be more careful to keep out of the hot sun.

NEPONSET WALL BOARD

The other day the Manufacturing Department called the attention of Sales to the fact that Bird's Neponset Board is an unusually strong board. The engineers in the Manufacturing Department found that Bird's Neponset Board was so strong it would stand very unusual tests. The suggestion was made that the whole thing be worked out and photographed in No. 1 Box Shop by the Manufacturing Department.

The Sales Department secured a photographer who took a number of photographs showing the results of the strength test. The photographs speak for themselves.

The truck used was the regular Bird & Son Reo 11-4 ton truck, which weighs 3400 pounds. The photograph was taken in No. 1 Box Shop where two sheets of 32-inch Bird's Neponset Board had been stretched over four drums. The truck was lowered on to the wall board from the overhead crane. Two wheels of the truck rested on each piece of wall board. A short plank was placed under each wheel.

You will be particularly interested in the other test which shows thirteen of our own men sitting and standing on one piece of 32-inch board which is stretched between two drums 15 feet apart. The lightest man in the photograph weighed 130 pounds. Three of the men weighed 200 pounds or more. The total weight of the men as estimated by themselves was over 2000 pounds.

The Sales Department arranged for the photographs in order to use them in advertising and in order to have Bird's salesmen show their customers the real strength of Bird's Neponset Board.

SALES PRIZE CONTESTS

The humdrum of business can often be livened up with a prize contest for various activities in connection with a large concern like Bird & Son.

A contest on wallboard proved to be a lively battle among the Building and Roofing Salesmen. January 13 a prize of \$100 was offered to the regular Neponset Salesman who sent in for shipment before Match 1st, the greatest quantity of wallboard, Neponset or American Ready. The prize went to Mr. Skinner, who travels in the Gulf States. Next on the list was Mr. Chittenden, followed by Mr. Towle, Mr. Greene, Mr. Pringle, Mr. Matthews, Mr. Waddell, Mr. Sherman, Mr. Dobbins, Mr. Francis and Mr. Brooker.

A contest for new dealers was interesting because the salesmen were lined up so nearly alike. This contest was announced February 23rd and offered \$100 to the salesman establishing the greatest number of new accounts for Designed Roofing between March 1st and April 30th. Mr. G. W. Towle, Jr., was the winner with 17 new dealers to his record. Mr. Dobbins came second with 15, Mr. Ryan third with 13, Mr. Larsen fourth with 10, Mr. Pendergast fifth with 9, and Mr. Jenkins and Mr. Canty tied for sixth place with 8 each.

During the two months 129 new dealers were established for Bird & Son, which is a good record even though most of the dealers were small.

In order to interest the salesmen particularly in the Partnership Advertising plan, a prize was offered to the salesman in whose district between March 1st and April 30th were secured the greatest number of dealers to engage in 50-50 advertising. Mr. Brooker won the \$50 with a record of 27. Next came Mr. Larsen with 21. Mr. Greene brought in 15, Mr. Slone 14, Mr. Giberson 13, Mr. Jenkins 12.

AMERICAN AS SHE IS SPOKEN

The following paragraphs taken from a recent letter from H. H. Skinner will no doubt prove interesting to NEPONSET REVIEW readers:

Few Americans have any idea how many different dialects are spoken in this country.

Take just the two words which are used to express dis-



13 FX and EM Men on Strip of Neponset Wall Board to Prove Exceptional Strength

tance and opinion. Suppose you ask a native of Richmond' Va., "How far is it to the Confederate capitol?" After ruminating as to your meaning awhile, he may reply, "Ah reck'n as how it's *ah raht smaht stretch*." Then you will have to think that over awhile, perhaps.

To a similar question a native of Georgia might say, "Ah, 'low it's on'y jest *two whoops an' ah jump, suh*."

In Texas he would say, "Ah expect it's 'baht fo' co'nahs f'm heah, on yo' raht."

In Philadelphia, "I presume it's *about fore squares*."

In Boston, "I think it is about four streets straight ahead and turn to the right," and in New York, "I guess it's four blocks from here."

Mr. Shannon of the Floor Covering Sales, speaking of expressions which the New Englander finds strange when he leaves his native haunts, offers the following from Richmond, Virginia. A man who wished his friend to deliver his laundry made his request thus:

"You-all go on by my house and leave the package with the landlady and I'll come on by your house this evening, at two o'clock, and pay you-all the money."

All of which reminds Mr. Kerans of the confusion of the Englishman, who, after a trip through the West, remarked:

"You know, you Westerners talk most strangely; everywhere I heard people say, 'Where am I at?' Now in England we would say, 'Where *is* my 'at?'"

BOY SCOUT MEET

Saturday Afternoon, June 25

Berwick Park

Norwood

Auspices of OLD COLONY COUNCIL

Don't Miss This. Come and See What Scouts Can Do.

Our Troop Will Be There

WOULD EDISON GIVE THESE MEN A JOB?

See for yourself; one or two might get by conditionally. Thomas A. Edison prepared a list of questions which he submitted to college graduates seeking employment at his plant at Orange, N. J. Their answers were so far from right that the great inventor remarked: "College men are amazingly ignorant. They don't seem to know anything."

Nothing of the same sort in recent years has stirred up a greater amount of interest and amusement than Mr. Edison's informational questionnaire. The questions and their answers have been filling whole columns of space in newspapers throughout the country during the past month, and the discussions are not yet at an end. If Mr. Edison had in mind the procurement of some gratuitous advertising he could hardly have chosen a more effective way of getting it.

The REVIEW selected twenty of the questions and asked them of the following: Mr. Allen, Mr. Wyman, Mr. Bailey, Mr. Russell, Mr. Thompson, Mr. Miller and Mr. Bird. The last three were apparently stumped and found the questions too tough for them.

THE QUESTIONS	THE CORRECT ANSWERS
1. What is felt?	Cloth, of matted fibres of wool, fur or hair.
2. What voltage is used in street cars?	Direct current, 600; alternating current, from 3000 to 15,000.
3. Where do we import cork from?	Northern Africa and Southern Spain.
4. What is a monsoon?	A periodic wind in certain latitudes in the Indian Ocean and South Asia.
5. Where do we get prunes?	California, France.
6. Who invented logarithms?	John Napier.
7. Why is cast iron called pig iron?	Takes name from pig molds in which it is cast.
8. What states produce phosphates?	Florida, Tennessee, South Carolina.
9. Where is Spitzbergen?	An island north of Norway.
10. What ingredients are in the best white paint?	White lead, linseed oil and zinc.
11. How is window glass made?	Sand, melted with lime.
12. Who was Cleopatra?	Queen of Egypt.
13. Who wrote "Home, Sweet Home"?	John Howard Paine.
14. Bound the state of West Virginia.	Ohio, Kentucky, Virginia, Maryland and Pennsylvania.
15. Where do we get benzol from?	From coal tar.
16. Where are condors to be found?	Andes Mountains.
17. Of what kind of wood are axe handles made?	Ash and hickory.
18. Where do we get shellac from?	From lac, a resinous exudation of Indian insect.
19. Where do we get domestic sardines?	Coasts of Maine and California.
20. Who was Francis Marion?	A general of the American Revolution.

Mr. P. R. ALLEN'S ANSWERS:—

1. Rag felt—Shoddy or rag stock made by so-called Felting process on a machine.
Bird's felt—The best made—Rags and other things on a paper machine.
2. 600.
3. Spain and Africa.
4. Tropical wind storm.
5. California—from plums.
6. Euclid or some friend of his.
7. From shape of the moulds in which it is poured and made ready for shipment.
8. Florida, Tennessee, et al.
9. Norway.
10. Linseed oil, white lead and turpentine.
11. Sand melted by extreme heat, then rolled or blown.
12. Queen of Egypt about 60 B. C.
- 13.
14. Virginia, Ohio, Pennsylvania, Maryland and Kentucky.
15. Coal tar product.
16. South America.
17. Ash and hickory.
18. From a bug.
19. Eastport, Me.
20. An early settler in Georgia.

Mr. G. R. Wyman's answers:—

1. Cattle hairs treated and felted by dry process.
2. 550.
3. South America.
4. Wind storm causing water to rise.
5. Neponset Co-operative Store.
6. W. J. Score.
7. It isn't except in one form, and that is a long block rounded on top.
8. Florida.
9. Switzerland.
10. Linseed oil, white lead and some dryer.
11. From sand.
12. Princess in Egypt stuck (?) on Mark Anthony.
13. Frank Whitcher.
14. Virginia, Pennsylvania, Ohio and Maryland.

15. Crude oil from Mexico, Texas, etc.
16. Andes.
17. Oak—darn poor; hickory—best.
18. Gum of tree in South cut in alcohol.
19. Eastport, Me.
20. Ask Monty.

Mr. P. H. Bailey's answers:—

1. A product manufactured from wool, shoddy, paper stock, cotton, or combinations thereof. Result—different kinds of felt; thus, felt similar to that used in hats, mats, roofing felt.
2. Don't know.
3. Spain.
4. A name given to a wind which blows at certain seasons in the South Pacific. Not a storm in the sense that a typhoon is.
5. Chiefly California.
6. Don't know.
7. It isn't, unless it's cast into "pigs" or bars.
8. Florida.
9. Iceland.
10. Linseed oil and white lead.
11. Silicate sand, melted, molded, polished, etc.
12. Contemporary of Mark Antony and Julius Caesar (Queen of Egypt). Very famous "vamp."
13. Don't know.
14. North by Pennsylvania and Ohio; East by Maryland, Virginia; South by Virginia; and West by Kentucky, Tennessee.
15. Coal tar derivative.
16. Andes Mountains.
17. Hickory—sometimes ash.
18. Exudes from a tree—dissolved by alcohol.
19. Maine.
20. No one of any consequence.

Mr. Russell's answers:—

1. A fabric formed from wool, etc., by compression.
2. 550.
3. Spain.
4. Periodic wind occurring in Indian Ocean and Asiatic Seas.
5. California.
6. A Frenchman.
7. Because moulds have a resemblance to litter of pigs.
8. South Carolina and Arizona.
9. Arctic Ocean, north of Norway.
10. Linseed oil, white lead, zinc oxide and dryer.
11. Silica and potash, under action of heat.
12. A queen of Egypt; time of Caesar.
13. J. H. Payne.
14. Virginia, Kentucky, Ohio, Pennsylvania and Maryland.
15. Distilled from coal tar.
16. Andes Mts., South America.
17. Ash.
18. India, from lac gum.
19. Maine.
20. General in Civil War, from South Carolina.

HARD WOODS FOR PAPER MAKING

Their Suitability to be Tested by the Oxford Company at Rumford, Me.

Rumford, Me., May 25 (Special)—An experiment of vital interest to the pulp and paper industry of Maine is about to be made by the Oxford Paper Company at its mill in this town. This company is to make an extensive effort to determine whether hard wood can be utilized in the manufacture of paper. For the purposes of this experiment it now has approximately 10,000 cords of hard wood, piled on the shores of the Androscoggin, above the great falls of Rumford, near its new rossing mill. In this pile are birch, beech and maple and practically every hard wood except oak.

While many tests made by chemists have shown that pulp and paper could be produced from these hard woods, they have not demonstrated that it was commercially possible, or that it could be done at a profit to the manufacturers.

The result of the Oxford company's experiment will be awaited with interest by all paper makers, as well as by the whole state, for if it proves successful it means a vastly increased supply of pulp wood. It is not expected that exactly the same methods of manufacture can be used in producing pulp from hard woods as are followed in making it from spruce and poplar and fir. It is not at all improbable that the same machinery can be used, with possibly different chemicals or a variation in the quantities and the methods of using the chemicals required. Only the completion of the Oxford County experiment can determine this.

AMERICAN LEGION CARNIVAL

WALPOLE—JULY 4TH—ALL DAY

A Real Community Affair. Plan to Be There.

Athletics



BASEBALL

The Bird & Son Inc., A. A. took the fast Norwood K. of C. team into camp Saturday afternoon, May 7th, and defeated them after a closely fought game by the interesting score of four to three. Both pitchers did good work, considering the cold, rainy weather. Reilly of Norwood struck out 7 and Tucker struck out 10. Both allowed but 3 hits which is exceptionally good so early in the season. Drummey and Dyer of Norwood each tapped the sphere for three baggers, while Murphy and Burke of Bird & Son each landed on it for two sacks. This was the first game of the season for both teams.

On May 21st the Bird & Son team met the fast aggregation representing the Boston Post Office, and after the battle was over the score stood 20 to 3 in favor of the Post Office champions. A goodly crowd of Bird & Son rooters appeared to back the team, but it was an off day, and the very good brand of baseball offered by the visitors proved too much for the Neponset standard bearers.

May 28th, the All-Star team journeyed to Medfield and defeated the Medfield State Hospital team in a good game by a score of 10 to 1. In spite of the absence of two of the heavy hitters, Russ Tupper and John Burke, Bird & Son boys managed to connect with the ball frequently and send it where the Medfield fielders were not. Woods played a fast game at first and Fred Duncan had three two-baggers credited to him at the end of the game. Willis from Foxboro, who pitched for Bird & Son, struck out 14 men and allowed only three scattered hits.

INTERDEPARTMENTAL LEAGUE

Scores to Date

May 9	DM & EM	4—FB & FF	2
11	Office	12—FX & DF	6
16	FB & FF	6—FX & DF	0
18	DM & EM	4—Office	3
31	FB & FF	13—DM & EM	2
June 1	Office	4—FX & DF	3

Standing of Teams

	Won	Lost
Office.....	4	1
DM & EM.....	3	2
FB & FF.....	2	3
FX & DF.....	1	4

The teams in the Interdepartmental League are very evenly matched this season and the race for the pennant promises to be close. Quite a large crowd of enthusiastic rooters have appeared at each of the games and no doubt the warmer weather will bring out more.

A printed card giving the complete schedule and admission to all the games may be obtained from the managers of the teams for 25 cents.

Baseball Dance

The annual dance of the Baseball Club was held in Bird hall and was a most enjoyable affair. The music was furnished by Petracca's Orchestra of Norwood.

TENNIS

The tennis courts have been put in tip-top shape and the interest in tennis seems to be keener and more widespread than ever before. There are, however, only twenty-three members in the club who have paid their dues so far. Notices were sent out to all those who played tennis last season but so far the response has been

rather disappointing. Quite a little money has been spent on the courts already, and the club would like to have all the members who have so far forgotten to send in their dues to send \$2.00 to A. W. Smith, treasurer, at once.

Excellent tennis rackets may be obtained at the Labor Bureau at half price. If you are interested in getting a racket it will pay you to look over the samples.

THE EAST WALPOLE BOY SCOUTS

"What does East Walpole owe to the boys?" We'll just answer this in old New England fashion by asking "What are the boys worth to East Walpole?"

There are between eighty and one hundred boys in this village between the ages of twelve and eighteen years. Most of these boys can be helped by Scout work—all of them can be influenced by the teachings and clean living that Scout work inculcates.

The East Walpole Council is composed of men interested in boys, who have agreed to get behind and push the Boy Scout program in this locality. It needs the backing of every man and woman to make the East Walpole Boy Scout Troop one of the best in the country.

The Boy Scouts of America is one of the best and most constructive agencies engaged in specific work for boys.

Nearly sixty East Walpole boys have joined the troop and are meeting regularly under the leadership of Nils Lindquist, William H. Taylor, Arthur Massey, and Donald B. Kimball, all young men of excellent service records and keenly interested in this line of work.

Let's back them up.

"MOVIES"

The moving pictures in Bird hall will be discontinued after Saturday, June 18th, until about September 1st.

The management of the pictures is planning to run three evenings a week when opening again in the fall, if business at that time would seem to warrant the increased show each week.

The following program has been arranged for the three weeks which the pictures are to be shown in June.

Wednesday, June 8—Mary M. Minter in "All Souls' Eve."

Saturday, June 11—Robert Warwick in "Jackstraws."

Wednesday, June 15—Elsie Fergusson in "His House in Order."

Saturday, June 18—Bryant Washburn in "Six Best Cellars." Travelogues, education pictures and comedies at every show.

WALPOLE HOME BUILDING CO., INC.

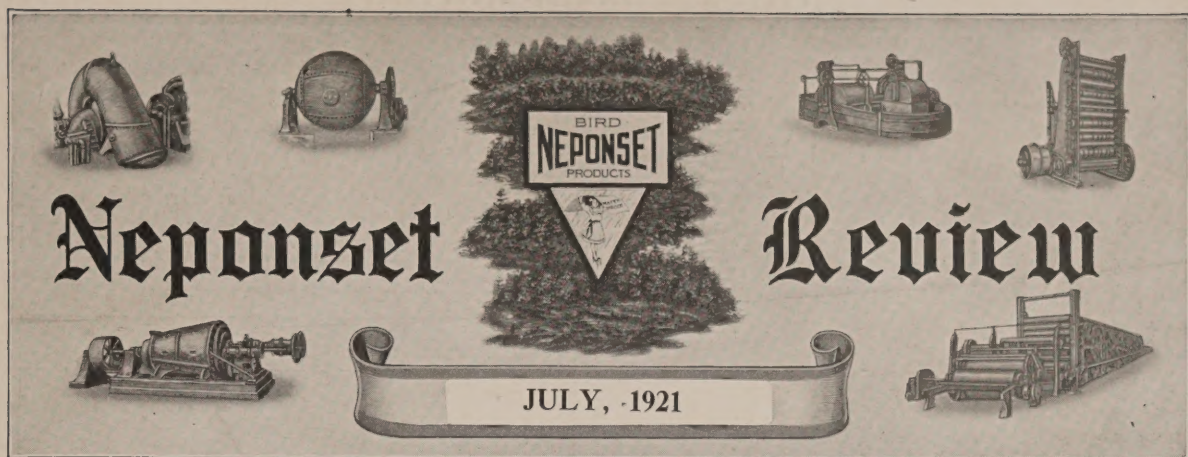
Notes

James Phelan, who has been living at 1389 Washington street, Norwood, has purchased one of the new houses recently completed by the Home Building Co. on Rhodes avenue, and moved in May 13th.

Oscar H. Sunstrom has purchased from the Walpole Home Building Co., Inc., a lot located on Washington street, near the corner of Mylod street in Norwood, and has already started building a house which he will occupy when completed.

Bathrooms, electric lights, and furnaces are now being installed in eight of the new houses built by the Walpole Home Building Co. on Rock Hill last summer, so that these houses will, when completed, make very desirable homes. Some of them have not yet been rented so that there is an opportunity for anyone who may desire to secure a new house with all conveniences, well located and convenient to Norwood.

Fred Nordbloom, who has been employed for Bird & Son for the past seven years, has purchased a lot of land on Mylod street from the Walpole Home Building Co., Inc., and will start the construction of a new house in the fall. The Home Building Co. have several lots of land for sale in that vicinity as well as several in East Walpole.



VOL. VIII.

NO. VII.

DON'T MISS IT!

Bird Club Carnival

East Walpole Playgrounds

AFTERNOON

JULY 16

EVENING

BASEBALL, 3.15: Walpole K. of C. vs. Franklin K. of C.

BAND CONCERT, 7.30: Norwood Band

SPORTS

REFRESHMENTS

MIDWAY

DANCING

The Big Show Starts at 2 P. M.

NEXT SATURDAY

If Rainy on July 16th, Carnival will be held July 23rd

I am Going to the Carnival. ARE YOU?
This is Our Slogan

The Bird Club Entertainment Committee, under the direction of Mr. H. H. Miller, Chairman, has promised one of the biggest and best entertainments of its kind ever presented in East Walpole, when the Bird Club holds its first Carnival at the East Walpole Play Grounds next Saturday afternoon.

The Carnival is given for the benefit of the Bird Club,

but the main purpose is to see that everybody who attends will be given a good time. The committee members feel sure that nobody will be disappointed. It is tully expected that the attendance will break the record which was set at our 1914 Carnival.

The committees in charge of the various branches are made up of the regular Bird Club Entertainment Committee with additional members; and it is hoped that all members of the Bird Club will assist any of these committees if it is found necessary.

Committees

General Chairman—H. H. Miller

Finance—	F. H. Hird	Harry Godkins
D. A. Chase	James Hammond	Carl Schaefer
Phillips Dennett	D. J. Cullinane	L. H. Pierce
A. C. Buell	T. J. Lavin	Tag—
J. A. Sheehan	J. J. White	P. H. Bailey
Refreshments—	H. Harrison	A. V. Wilson
S. W. Snith	E. D. Huggard	H. L. Jepson
Frank Whitehead	W. F. Geary	Wm. MacDowell
F. L. Whitcher	Games and Sports	Advertising—
Midway—	E. F. Murphy	A. D. Kilham
J. B. Maguire	Wallace Duncan	Howard White
C. W. Conrad	J. P. Dolan	L. H. Pierce
S. B. Montgomery	John Curran	Grounds—
J. H. Smith	Frank Tobosky	F. B. Duncan
Dancing—	Allen Seaver	H. A. Wentworth
E. C. Kerans	S. F. Martin	H. L. Jepson
Ed Feeney	Entertainment—	J. J. Conley
Martin Folan	B. D. Rogers	H. S. MacKenzie
Parking (Autos)—	George Wallace	Fred Ellis
W. E. Hale	James Quinlan	

The program for the afternoon, starting at two o'clock, includes sporting events such as various races, exhibitions, drills and demonstrations by Boy Scouts, and at 3.15 the well-known and exceedingly strong K. of C. Baseball Team will cross bats with the Franklin Baseball Team which is also rated near the top this year. This will undoubtedly prove one of the strongest games ever held in this vicinity.

In the evening there will be a big band concert by the Norwood Band on the grounds, and all during the Carnival there will be dancing in the large assembly hall in the Bird School building. This is one of the largest, if not the largest, floors in town, and will give ample room for the dancing program. Music will be furnished by the

We are assured that the Midway, under James Maguire, will have the most up-to-date and attractive features ever shown around this locality. The distinctive feature of the Midway will be the big donation prize which everybody will want to take part in.

BOY SCOUT ENTERTAINMENT A BIG SUCCESS

On Wednesday, June 29th, Troop 1, East Walpole Boy Scouts, held a benefit entertainment at Bird Hall which proved to be one of the best entertainments offered there this season. Long before eight o'clock all tickets had been sold and there was a waiting line of people who hoped that some of the ticket holders would not show up to claim their seats.

Mr. Duncan MacKellar, Scout Executive, spoke briefly on the "Value of the Boy to the Community." He told of the splendid work which the Boy Scout movement is accomplishing in directing the energies of the boys so that they are helpful, self-reliant members of the community. He complimented the East Walpole Troop on the excellent showing at the annual field day at Berwick Park, saying that he believed it was largely due to their superior equipment that the Hingham Troop was awarded first place over the East Walpole boys in the competitive drill. He urged the people of the town to show their appreciation of the work by backing the boys and the older fellows who are leading them.

Eight of the Scouts, under the direction of Scout Master Nils Lindequist, then gave a short demonstration of Scout work, repeating the Scout Law in unison, obeying drill orders with snap and precision, and giving an efficient exhibition of first aid work. The excellent work of these boys who have been organized but a short time gave point to Mr. MacKellar's remarks as to the value of Scout work as nothing else could.

During intermission, the Scouts, directed by Assistant Scout Master Donald B. Kimball, sold candy, and, later, Assistant Scout Master William H. Taylor, who acted as spokesman of the evening, auctioned off three boxes of candy which had been donated by friends. So well did Mr. Taylor enter into his task, the audience caught his spirit and enthusiastically ran the bids up. Mr. Wyman,

who secured two of the boxes, returned them so that they might be auctioned again, and a second time the boxes were sold, after some spirited bidding.

"Back to God's Country," dramatized from the novel by James Oliver Curwood, and a comedy by Fontaine Fox were the pictures of the evening.

Much credit is due the committee, ably headed by Mrs. John J. Fitzgerald, who sold tickets and solicited candy, for the success of the evening. It is estimated that nearly ninety dollars were realized for the Troop treasury.



East Walpole Troop at Moose Hill Camp

EAST WALPOLE SCOUT TROOP MAKES FINE SHOWING AT ANNUAL FIELD DAY

Hingham Troop Wins Council Honors

With over three hundred Boy Scouts drawn up in an open square, the sun sinking in the west but still sending its burning rays down mercilessly, and an aeroplane gracefully circling about overhead, the annual field day of the Old Colony district was brought to a close Saturday afternoon and will be remembered by all who attended it as one of the most successful ever held. The attendance was even beyond expectation and the enthusiasm and interest shown by the boys from the different towns of the district as well as that shown by some of the older "boys" who are directing the Boy Scout activities was all that could be asked and only goes to show that Boy Scoutism is in its ascendancy.

Some of the boys got to Norwood early and with the local boys marched through the streets, headed by the fife and drum corps of the Wrentham Scouts, to Berwick park where the different events were held. The other boys came later but early enough to get into the game.

The honors of the day were carried off by Troop 1 of Hingham, which took 36 points. Troop 3 of Braintree took second honors with 10 points, and Troop 1 of Avon was a close third with nine.

The East Walpole Scouts made an excellent showing in the events they entered, especially in the drill competition which took the judges over 30 minutes to make a decision. The Hingham Troop was finally given the award on account of appearance, all of the troop having new uniforms while some of our boys were without uniforms.

There were troops present from Avon, Braintree, Cohasset, Foxboro, Holbrook, Hingham, Hull, Weymouth, Norwood and East Walpole. The fife and drum corps of Wrentham occupied seats in the grand stand and enlivened the afternoon with a number of selections and cornet solos.

RARE ANIMALS

Advertisement—For Sale, sow with three pigs and a gas tank.

Another—Excellent cow for sale; gives three gallons of milk daily, also a good piano.

HOSPITAL

Miss Margaret Leavitt, a graduate of Peter Bent Brigham Hospital, has joined the hospital staff as assistant nurse. Miss Leavitt saw several months' service overseas as a member of Base Hospital Unit No. 5, and has also had varied and valuable experience in both private and public health nursing.

Miss Leavitt will be at the Building and Roofing Emergency Hospital every morning from 8.00 until 10.30 and at the Floor Covering Hospital from 10.40 to 11.45.

Dr. Field will be at the Building and Roofing Emergency Hospital at 9.30 Tuesday and Friday mornings, and at the Main Mill at 9.30 Monday and Wednesdays. There is always a nurse on duty at the Main Mill Emergency Hospital.



Suggestion Column

The following suggestions were accepted during June and the standard prize of \$5.00 awarded each, except in the case of foremen:

Expanding Arbor With Sliding Bars.....	David Regan, EMM
Change Watchmen's Station from DF1 to SD3....	James W. Houlihan, DMT
Safety Guard, Under Suction Roll, DMPM3.....	Daniel Jones, DMP
Handle on Inside of Elevator Door, North Side, FXB Floor.....	John Lydon, FXT
Improved Line on Floor Covering Pattern No. 105-3...	Felix Glebus, FFM
Wire Carrier Basket for Rug Finishing Department, FFF.....	Edward Pope, FFV
Install Ladders in Ovens E, F, G and H, at FF.....	James MacDonald, PZWFF

SERIOUS ACCIDENT AT FLOOR COVERING PLANT

On June 22nd, Bernard H. Bailey, oil boiler at floor covering plant, was very badly burned when water got into a kettle of oil he was stirring, causing it to boil over. Mr. Bailey was burned on the head, back, hands and feet. He was immediately taken to the Norwood Hospital and his condition remained very serious for several days. He has, however, continued to show considerable improvement for the past two weeks and is now well on the road to recovery.

WHO AM I?

I am more powerful than the combined armies of the world.

I have destroyed more men than all the wars of the nations.

I am more deadly than bullets, and I have wrecked more homes than the mightiest of siege guns.

I steal, in the United States alone, over \$300,000,000 each year.

I spare no one, and I find my victims among the rich and poor alike, the young and old, the strong and weak. Widows and orphans know me.

I loom up to such proportions that I cast my shadow over every field of labor, from the turning of the grindstone to the moving of every railroad train.

I massacre thousands upon thousands of wage earners a year.

I lurk in unseen places and do most of my work silently. You are warned against me but you heed not.

I am relentless.

I am everywhere — in the house, on the streets, in the factory, at the railroad crossings, and on the sea.

I bring sickness, degradation and death, and yet few seek to avoid me.

I destroy, crush or maim. I give nothing but take all.

I am your worst enemy.

I AM CARELESSNESS

\$10.00 FOR BEST SNAPSHOTS

The Review offers the following prizes for the best snapshots taken at the Bird Club Carnival, July 16.

1st Prize	\$5.00
2d Prize	3.00
3d Prize	2.00

ANONYMOUS SUGGESTIONS

The Committee has received several anonymous communications which cannot be acted upon as it is a rule of the Committee that all suggestions should be signed.

SUGGESTION BLANKS

The Committee prefers that suggestions be submitted on the regular form, as far as possible. A supply of these forms may be found at the suggestion boxes.

PAROID SAVED A CAMP

A few people were holding a bake on an island in Narragansett Bay. After the bake they went away leaving their fire smoldering. A breeze came up and blew a few sparks into the long grass causing it to burn. It spread rapidly into dead brush and over half the island, causing much damage. It set a pile of lumber afire about 200 board feet, which was about eight or ten feet away from the camp of S. W. Gladding. The flames were blown over to the camp, but it did not catch on fire as the building's roof and sides are covered with Paroid. The surfacing of the Paroid came off on account of the intense heat, but outside of that no harm was done. The few who saw the fire claim that the Paroid was the camp saver.

If you have any idea of building, plan on using Paroid, for Paroid is as good as an insurance.

W. G.

SAVE YOUR WASTE PAPER

Help the Boy Scouts

In order to help the Boy Scout fund the East Walpole Scouts have started collecting waste paper around town.

When your waste paper accumulates just drop a card to Nils Lindequist, Scoutmaster, East Walpole, and Scouts will call and collect it.

Miss Ebbs: You cough much easier this morning.
Patient: I ought to. I have been practising all night.

MILL AND OFFICE NOTES

MAIN PLANT

We welcome Mr. Mason to PL under our waterproof shelters, out of the rain.

Mr. Schaefer landed one trout at Pont Rouge recently. All the other bites were mosquito bites.

The Jordans in No. 2 Mill are being equipped with directly connected electrical drives. This will give us an arrangement long anticipated and as good as any mill in the country.

A new pit is also being installed in DMPM5 preparatory to the installation of a seventh vat. This, with other changes, will be a great improvement.

The shingle finish at DF is in operation and production is being gradually increased. We expect to hear a lot more from this as soon as Tap gets things tuned up and Mr. Murphy the ink right.

The burned part of the Raw Stock Shed has been cleaned up and the place is in readiness for a new building.

No. 3 Filter Bed has been completely rebuilt and work is progressing on No. 5. This will complete the reconstruction of all the old beds and should help alleviate the worries of Mr. Burrell so he can brush the hair from his eyes for a short time longer at least.

George Eisner is the latest to be out with a "Lizzie." Seen it? All black—deep mourning—widow's veil and all.

BUILDING AND ROOFING PLANT

We wonder if Mr. Edison can answer this question: Why does it always rain when Mr. Baker takes an afternoon off? It hasn't failed, to date.

Doc. Fitzgerald, our night inspector, is beginning to find out what it costs to run a big car.

Jim Sword, our night foreman, has given up being milkman at the plant and is succeeded by Robert Woods. Bobby says no one will skin him.

It is pretty hard for the moon to shine when Greaghty is looking for moonshine.

We understand that Taylor of FBS made quite a hit as auctioneer at the Boy Scout Benefit last week at Bird Hall. Good work, Bill, keep it up.

Our electrician, Herbert Jepson, is enjoying his vacation on a motor trip with his family, traveling through New Hampshire and Vermont. He is accompanied by Frank Sutherland. If everything goes all right, they will cross the Canadian line.

Several of our fellow workers are now away on their annual vacations—Richard Stoddard is in Eastport, Maine. He says he is fishing for sardines. Henry MacKenzie is in Norwood taking good care of the MacKenzie baby. Mike Sheehan is making daily trips to Forest Hills. Herbert Harrison is on a motor trip to Niagara Falls to visit his son, who is engineer of the water power plant there. Joe Conley is also speeding his handsome Studebaker toward Montreal and Quebec.

Charlie Seavey has decided to spend his vacation learning to push the carriage that gives the youngest member of his family his daily ride.

Granville Baker is staying right at home, telling his neighbors why he would make a good selectman for Westwood next year.

Louis A. Eaton, who recently moved to Westwood, has been elected Deacon of the Church there. The salary is small but the responsibilities are large. We expect that the dignity of his position will have an influence for good among the FBM employees.

Fred Ellis has such an exalted opinion of his new car that he keeps it in his garage and walks to work.

Michael Krucas, so long employed in the FBP Department, who has been on the sick list for several months, is about to return to his old country, hoping to regain his health there.

The electric trucks recently added to the FBV Department are a great help in moving stock and show the progressive spirit of Bird & Son, saving much time and labor.

We are glad to see Michael Mohan back on his job after several weeks' sickness. Mike seems to be one of the fix-

tures at FB and when we don't see him something seems wrong.

After some minor readjustments, the new automatic filler at FBC is operating very successfully. The outfit is filling the bill much more satisfactorily than could ever have been hoped for by the old hand process.

FLOOR COVERING PLANT

Mr. Lines has recently been appointed in charge at FF and we take this occasion to wish him every success.

We thought Jerry was dead but he crawled in the other night with the following:

Hooray for The Fourth

Oh! Johnny White the other night
Gaily started off
To buy some fireworks and things
To celebrate the Fourth.

He got all kinds of rockets
And things that make a noise,
And proudly lugged them homeward
To show the girls and boys.

He lit a Roman candle,
And aimed it at the sky.
The fuse began to sputter
And then, Oh me, Oh my!

A great big ball shot outward,
All fire—and simply grand;
But the darn thing came out backwards,
And landed in his hand.

Oh, Jack is sad and wiser
As he gazes at his mit,
And will Jack set off more candles?
I'll say he will—NIT.

Jerry, "The Office Cat."

Jim Loughman is spending his vacation in New York and is having the time of his life.

Stoddard has hiked home to Maine for his vacation and the fish stories have already started.

Wilson, Lines and Sutherland have started talking about a clamming party. We don't think they would know how to catch a clam if they saw one.

Julius Herman, FFF, is about the only one in that department who knows how to keep cool.

Hot, ain't it?

MAIN OFFICE

The many friends of Carlton S. Bridgman, formerly of the Employment and Main Office, now Assistant Treasurer of the New Castle Leather Company, will be pleased to learn that he was recently elected President of the Delaware Safety Company.

Lawrence Prouty and Frank Woods have joined the Floor Covering Sales Department and will soon join the Knights of the Grip who help make the name Neponset known wherever there are floors to be covered.

Miss O'Brien, of the Service Department, took an auto trip to Poland Springs and Franconia Notch over the holiday.

The members of the Sales Statistics Department, who have been occupying a room in the Old Box Shop, have returned to the Main Office and they and the tabulating machine are now enclosed in a glass case near Mr. Anderson's office.

Several newcomers have joined the Main Office force during the past month, whom we are glad to welcome.

Catherine Mahoney, Julia Clem and Beatrice Foster, recent graduates of the Norwood High School, and Mary Foley and Esther Foley, Walpole High School '21, have joined the stenographic ranks.

George E. Messer has transferred from the Building & Roofing Sales Department to the Floor Covering Sales.

E. E. Seider and Robert Meeker have joined the Building & Roofing Sales force and will travel from the New York office.

Edward P. Wesson, who left us recently to accept a position as outside roofing man with the Carlisle Lumber Company of Springfield, has the best wishes of all his friends for future success.

The Box Products Sales Division has added Margaret Brimmer, formerly of the Stenographic Department, to its staff.

Elsie Kirk, Elsie Nelson and Gladys Johnson have transferred from the Mill Office to the Cost Accounting Department at the Main Office.

Nimrod Olsson, who has been doing cost finding in the New Box Shop, has returned to his desk in the Main Office.

The girls at the Hermitage journeyed to Lake Massapoag one hot evening recently for a picnic supper. There are rumors of a wading party and a hair-raising ride home, but when pressed for details we get only broad smiles.

Anybody going to dig clams see Mr. Gillis, as he can give you first-class information about a "clam hound."

Marjorie Abbott, who has been assistant head of the Service Department for the past two years, is to transfer to the Advertising Department, to take charge of 50-50 advertising.

Helena White, of the Stenographic Department, is to take Miss Abbott's place.

We wish both girls the best of success in their new positions.

CARD OF THANKS

I wish to express my sincere thanks for the gift which I received from the Office. I shall use the money to purchase a watch which will remind me of the pleasant associations I had with you all at Bird & Son.

It would be a real pleasure to hear from you once in a while.

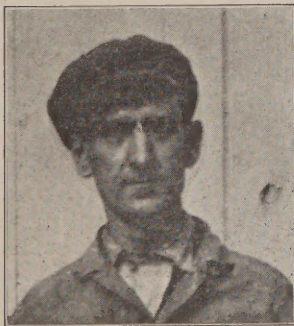
Alice L. Downing.

PHILLIPSDALE PLANT

Did you ever take notice of the big fine able-bodied men we have in our Engineering Department? Charles Bucholz, John King and George Lidstone. Oh! I forgot one more — "Our Chief," George Hawley. Mr. Pettingill says that he doesn't see anything fine looking about the chief. Bill Banks says that the chief has nothing on him. Those outside of this department are not allowed to argue on this question. It is all settled now, John King has the floor.

James "Manuel" O'Holloran, our bright eyes of the Repair Department, is on the verge of matrimony. He attended a nuptial ceremony the other evening and he has looked very sad ever since. Why so sad, *Jimmie*? Are you thinking of what you are coming to, or is it because it wasn't your own wedding?

Where are the Suggestions? Come on, boys of Phillipsdale, we want something. Keep the Suggestion Committee busy. Money prizes for accepted suggestions at all times.



WHO'S WHO AT PHILLIPSDALE?

This is Henry Phelps, our cutter department foreman, Safety and Fire Brigade man. His is the responsibility of the first steps in production. He has been with us twelve years, and his own efforts have brought him his position. Well done, Henry.

CHICAGO

All salesmen from Chicago district attended a meeting at Chicago plant June 30th, July 1st and 2nd. A very interesting program on sales matters was conducted on the first two days. The meeting adjourned early on the afternoon of the second and the entire party, including office staff mill superintendent and foremen, went to Beverly Country Club where a round of golf was played by those interested. Photographs were taken and dinner served at 7 p. m.

A very inspiring address was made by Mr. Bird, Jr. There were also several speakers from outside our own organization who spoke on live topics of the day, and we specially have to thank Mr. John Lind, secretary of the Roofing Manufacturers' Association, and Mr. Costello. These men brought a message which was very stimulating and instructive.

Every man connected with the organization is convinced that there is plenty of business out in the territory and that intensive methods will bring satisfactory results to the management during the fall.

HIRAM PATTEE PASSES AWAY

Hiram Pattee, who worked several years in the Finishing Mill, died at his home in Medfield on June 28, 1921, and the funeral was held at Medfield on June 30 and attended by several of his old Bird & Son associates.

The "Review" extends its sincere sympathy to Mrs Pattee.

WALTER O. WHITTIER TAKES OVER NEPONSET COOPERATIVE STORE

Of general interest to the householders of East Walpole is the recent purchase of the Neponset Cooperative store by Walter O. Whittier.

The entire stock of Mr. Whittier's former store on Union street has been transferred to the new location in the Post Office block.

Since his return from overseas two years ago where he served as cook in the Motor Truck Division, Mr. Whittier, one of Walpole's first volunteers, has carried on a successful grocery business at the old stand of his father, Mr. B. S. Whittier, on Union street.

A special meeting of the stockholders of the Neponset Cooperative Stores, Inc., was held in Bird Hall Tuesday evening, July 5th, to consider the advisability of the dissolution of the Corporation. About 35 stockholders were present. The president stated that owing to the lack of support from a large percentage of the stockholders enough business could not be done to realize a profit sufficiently large enough to offset the expenses, and that the prospects for further loss convinced the director that it was best to close up the store. A purchaser was found who was willing to take immediate possession and pay cash for the merchandise. From the proceeds of this sale and the amount received for fixtures, the treasurer was enabled to pay all those who had furnished the store with goods. There is, however, an amount due those who loaned the corporation money to carry it along during the past year, upon which they will receive a very small dividend after all other claims are paid. The sale of coal will be carried out in the future under the supervision of Bird & Son. The stockholders present expressed their appreciation of the earnest efforts that had been made by all past and present officers of the corporation to make the store pay. The treasurer made the following motion which was passed unanimously:

Resolved, that all necessary and proper steps be taken to effect the liquidation and the dissolution of the corporation, and that the treasurer be authorized and instructed to give to the Commissioner of Corporations such facts as may be necessary to have the corporation referred to the Legislature for the purpose of dissolution.

Let's Go.
Bird Club Carnival
Saturday, July 16



CONGRATULATIONS

On Wednesday, June 29th, at Sharon, Howard S. Whitney, expert figurer in the Cost Department, and Miss Helen Louise Andrews were married at the home of the bride.

After a short stay at Old Orchard Beach, Mr. and Mrs. Whitney returned to Sharon where they will make their home for the present. We hope, however, they will eventually come to East Walpole, so that we all may have an opportunity to become better acquainted with Mrs. Whitney at some of our future good times. Whit's many friends join in extending to him sincere congratulations and best wishes.

Albert W. Smith, our popular paymaster, joined the ranks of the benedicts Friday, June 17th, when he was married to Miss Ethel Richardson at Tremont Temple, Boston. The bridal pair journeyed to Onset for a few days, and then came back to East Walpole where they will reside in their new home on Pleasant street.

Howard B. Parker, Floor Covering Sales, sprang a surprise on his friends when he recently announced his marriage to Miss Hayden at Randolph, Vermont. The happy couple will spend the summer at Oak Bluffs.

THE EXPECTED REDUCTION

It was the second of June, a fine summer's day,
We received Mr. Bird's notice of a reduction in pay,
We had been expecting it all the while,

Now let's all take it with a smile.
Our managers and all, down to office boy,
Will receive a reduction that might annoy.
It will be hard to take it first,
But the old saying is, "The first day of hunger is the worst."

All of us have been treated mighty fine,
And have had more work than the boys down the line.
Other mills gave reductions of 25 per cent or more,
So consider yourself lucky you didn't get it before,
Look on the bright side of life and work
And you'll be repaid in accordance, if you don't shirk.
The manufacturers of today
Are looking for a day's work for a day's pay.
Now if you expect to get as much as the rest,
Why home is the place, not the mill, to rest.
If you want old times to soon be here,
Do your work and take the reduction with good cheer,
For the Expected Reduction could have been given to us
The first of the year.

W. G., 1921.

CARD OF THANKS

Mr. and Mrs. Swanson and family wish to thank their many friends of the EM Departments for the floral tribute and kind sympathy extended to them in their bereavement in the loss of their beloved son.

BIRD CLUB CARNIVAL

Saturday, July 16

A BIG TIME FOR EVERYBODY

ANOTHER "TEST"

Henry Ford Applies for a Job at the Edison Works

Scene: Edison plant.

Time: Plenty.

Mr. Ford enters, and asks Mr. Edison for a position.

Edison: "Well, Hen, what can I do for you?"

Ford: "I'm looking for work."

Edison: "Looking for work! Why, Hen, I thought you had the biggest-paying business in the country?"

Ford: "Well, it's like this: I'm sick of it; there's too much detail—too many little things to look after."

Edison: "Watcher gunter do with the flivver business?"

Ford: "Oh, I know a couple of nice young Jewish boys and I'm gunter let 'em have it."

Edison: "Well, Hen, you're a friend of mine and all that, but I can't give anyone a job here who doesn't pass my XYZ test. It's the rules, you know. Do you think you could answer a hundred questions on history, geography, etc.?"

Ford: "The last time I tried it I made an awful mess of it. Couldn't you lay off the history stuff . . . just as a favor?"

Edison: "No; history is very important in the electric light business. A man who doesn't know, for instance, how long Cleopatra was sick, could never string a telephone wire properly . . . and just fancy employing a man to charge a battery if he couldn't tell offhand what colored vests Henry the Eighth wore!"

Ford: "Well, shoot your questions, but I don't like the idea."

Edison: "Who was Paul Revere?"

Ford: "A jockey or something like that, wasn't he?"

Edison: "Correct. Who wrote 'The Star Spangled Banner'?"

Ford: "George C. Francis Cohan, wasn't it?"

Edison: "Right! Now, who was John Quincy Adams?"

Ford: "He's the feller that writes 'The Conning Tower,' in the *Tribune*."

Edison: "Gosh, Hen, you know everything."

Ford: "Well, I've studied a bit in my spare parts . . . I should say, my spare hours."

Edison: "Who was Moses?"

Ford: "Let's not get into any racial dispute."

Edison: "Now, Hen, tell me: who was Hendrik Hudson?"

Ford: "He invented the Hudson motor car."

Edison: "Who wrote 'The Barber of Seville'?"

Ford: "I dunno, unless it was Gillette."

Edison: "Correct, Hen. Tell me something about Mephistopheles."

Ford: "Mephistopheles are young mosquitoes, ain't they?"

Edison: "It's impossible to stick you. What Latin motto was on the original American flag?"

Ford: "F. O. B. Detroit."

Edison: "What is the capital of Socony?"

Ford: "About \$10,000,000."

Edison: "Where is Sedan?"

Ford: "I dunno; I came in a coupe."

Edison: "Name a famous general."

Ford: "General Motors."

Edison: "Where are the greatest tin mines located?"

Ford: "Detroit."

Edison: "Who discovered carbon?"

Ford: "Do you know any car owner who didn't?"

Edison: "How many miles to a gallon?"

Ford: "Eighteen, or your money back."

Edison: "What does the Monroe Doctrine guarantee?"

Ford: "Ninety days' service at any of our service stations."

Edison: "What killed Ben Hur?"

Ford: "Probably a garage bill for chariot repairs."

Edison: "Where do all the codfish come from?"

Ford: "I dunno. I just keep advertisin' the car and they just flock in from all sides to buy it."

Edison: "Oh, there's no sense going any further; you answer them as well as I could. Take off your coat and hat and go to work."

ONE METHOD OF BECOMING A MERCHANT PRINCE

One of our salesmen picked up this little poem and has been using it to advantage with his dealers to show them the value of proper merchandising and the proper use of advertising:

There was an old geezer,
And he had a lot of sense;
He started up a business
On a dollar'n eighty cents.
The dollar was for stock
And the eighty cents for an ad,
Which brought him \$3 in a day, by dad!

Well, he bought more goods, He soon had 'em coming
And a little more space, And never, never quit,
And he played that system And he wouldn't cut down
With a smile on his face. On his ads one jit.
The customers flocked And he's kept things humming
To his two by four, In the town ever since,
Soon he had to hustle And everybody calls him
For a regular store. The Merchant Prince.

Up on the square, Some say it's luck,
Where the people pass, But that's all bunk,

He gobbled up a corner
That was all plate glass,
He fixed up the windows
With the best he had,
And told them all about it
In a half-page ad.

He was doing business
When times were punk!
People have to purchase,
And the geezer was wise—
He knew the way to get 'em
Was to advertise.

— Fourth Estate.

A LARGE ORDER

A rather fussy young woman had spent nearly two hours inspecting the stock of linoleums in a certain shop. Roll after roll was brought out by the perspiring salesman, but still she seemed dissatisfied. The salesman judged from the woman's dress that she was a person of wealth, and, therefore, likely to give a fine order. When finally he had shown her the last roll he paused in despair.

"I am extremely sorry, madam," said he apologetically, "but if you could wait I could get some more pieces from the factory. Can you call again?"

Whereupon the young woman gathered her belongings together and rose from the chair.

"Yes, do," she said, with a gracious smile, "but ask them to send something with very small designs, suitable for putting in the bottom of a canary's cage."



Petoskey Hardware Co., Petoskey, Michigan

The picture of the Petoskey Hardware Company window display should be an inspiration to other salesmen. The first day it was shown five Art-Craft roofs were sold outright and twelve prospects left their names asking that

their roofs be measured up and a net figure given them. Art-Craft had never been sold in Petoskey up to that date except in small quantity. It is the old story—show Art-Craft properly and it will sell itself.

Athletics



BASEBALL NOTES

The Interdepartmental season is half over with the Office in the lead. It is still anybody's race, however, with each division pulling strong for its own nine. The teams have been strengthened by the addition of good men lately.

The fans who attend the games have been treated to a very good brand of baseball this season—nicely placed hits, pretty catches, good pezzing and fast running. Better plan to be there when your team battles. It means a lot to have the folk at the bleachers rooting for you.

The Main Mill team is rejoicing over the acquisition of Mason, who covers the left garden like a veteran.

Martin, captain of the FB and FF team, smiles a broad smile when he watches Lindsay, who is also a newcomer, in action behind the bat.

Howard White, back in the office after a strenuous year at school, is covering third base in his usual brilliant style.

Standing of League

	Won	Lost	% Won
Office.....	7	3	.700
DM and EM.....	7	4	.636
FB and FF.....	6	4	.600
FX and DF.....	1	10	.091

TENNIS

Plans for both single and double tennis tournaments are now under way, and judging by the playing ability which has been displayed on the courts so far this season, the contests should be close and interesting. The committee in charge, consisting of B. D. Rogers, Chairman, D. A. Chase and H. W. Dixon, will be ready to give full information about the tournament very soon.

HAND BALL COURT

The back board to the Hand Ball Court has now been turned around so as to give a longer court to play on where there will not be any interference with the tennis players.

This is a great game, Hand Ball, and one does not need ice cream pants or clean collar to star at it. It is hoped that this game will boom and soon require another back board.

BIRD CLUB NOTES

NOTICE

WHEN your wife goes to the country or seashore
WHEN an old friend drops in for an unexpected visit
WHEN you cannot get home in time for dinner
Eat at the Bird Club.

* * *

Pleasant Surroundings	Delicious Food
Breakfast.....	\$0.50
Luncheon.....	.65
Dinner.....	1.00

Notify the Steward one hour in advance of the meal.

* * *

Always a cool breeze on the hill.

* * *

N. B. Why not plan a luncheon or dinner party at the club some time? Show your friends one of the most beautiful spots in the county.

The Bird & Son float and the Bird Club float in the Fourth of July parade which inaugurated the Walpole American Legion Carnival were the subject of much favorable comment. W. W. Wilson, J. B. Maguire and E. M. Lines who decorated the Bird & Son float, deserve much credit for their efforts. Several of the young ladies from the Main Office and Box Shop added much to the attractiveness of the Bird & Son float.



"KAMP KOMFORT"

Cottage of Mr. H. H. Miller, Boot Pond, Plymouth

THAT OLD VACATION

I am back once more at home, from that yearly two weeks' roam. And I'm mighty glad to get here, I will say. I have fought the flies and cooties, had the tummy ache from "fruities." I have even helped the farmer cut and gather in his hay. I have slept on cast iron pallets, with a pillow stuffed with mallets; at least that is the way it seemed to me. I've been poisoned by the ivy, stung by bees from out the hive-y. Why on earth I ever went there, is more than I can see. You can see from what I've written that I've just been badly bitten by an advertisement, "Just the same as home," from an old farm down in Maine. I will never be the same. Ne'er again from my old fireside will I roam.

H. L. B.

PROOF

Bill McCullough says this is an actual occurrence

Telephone rings in Boston office, and the following conversation ensues:

"Hillo, ar-r-re you the shingle expert?"

"Yes, one of them."

"Phat, is there more of thim?"

"Oh, yes, the woods are full of them."

"Well, you fellows make the Bir-r-d Shingle, don't ye?"

"Yes."

"Well, a year ago Oi put Bir-r-d Shingles on me house."

("Oh, Lord, another kick.")

"The carpenters and me neighbors all said, 'You're a fool to put those shingles on, they're no good.' I put 'em on jist the same. I had confidence in Mr. Bir-r-d. He's a foine man, he is, I knew he couldn't make anything wrong."

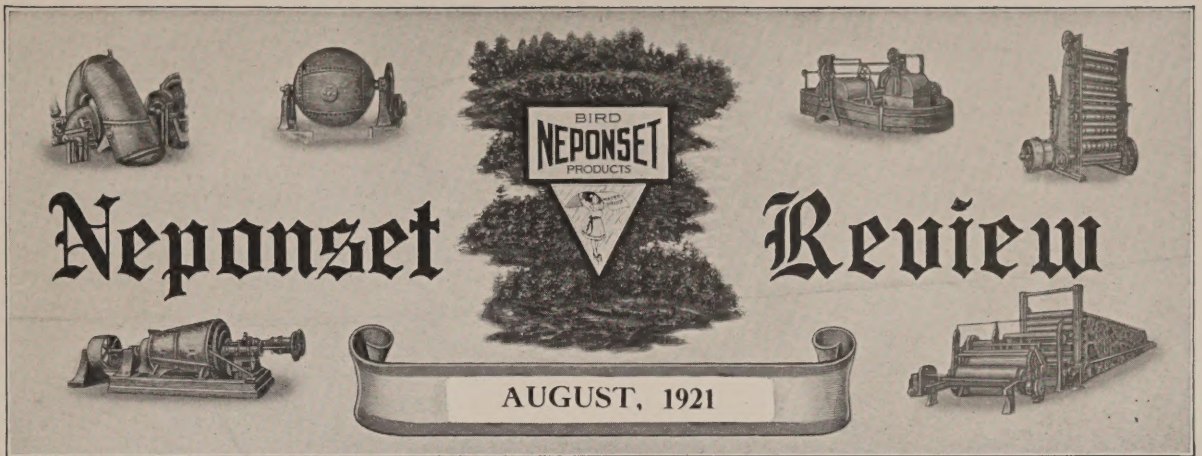
"Yes, yes."

"Now, phat Oi want to say is jist this. If ye want to show you-r-r customers the best looking roof in Massachusetts sind thim out to my house. It's the foineest looking roof in the country, barring none. That's all Oi wanted to say to you. Good-bye."

THE BEST TIME OF THE YEAR BIRD CLUB CARNIVAL

SAT. JULY 16

BIRD SCHOOL GROUNDS



VOL. VIII.

NO. VIII



Morse Pond — The "New Swimmin' Hole"

The youngsters, and a good many older folk, hailed with delight the recent completion of the work which turned the pond at the foot of Morse Hill, just off Washington Street, into a regular swimming hole.

The dam controlling this pond was rebuilt and raised two feet during June so that now there is a pond of about one acre in extent suitable for bathing and swimming and for skating in winter. The water for this pond comes from springs in and around the pond so the supply is pure and

clean. A spring board for diving near the dam, where the water is about 8 feet deep, has been installed and a suitable shelter put up as a dressing place for the boys. A portion of the bottom of the pond was cleaned of mud and sanded. A wading place was made for the smaller children. The people living in the south part of Norwood have greatly appreciated this new swimming pond during the hot days of July, when at times there were more than 100 men, women and children in the water at once.

EAST WALPOLE BOY SCOUTS

On August 15th, Scout Master Nils Lindequist, Assistant Scout Masters William H. Taylor and Arthur Massey, and the following Scouts leave for the Old Colony Boy Scout Camp in Manomet, Plymouth, which is run under the auspices of the Old Colony Council, of which we are members: Fred Chapman, George Cleaves, Edward Feeney, Thomas Fitzgerald, Joseph Geraghty, Robert Graney, Thomas Graney, Fred Jonah, Russell Jenkins, Thomas Lynch, Frank McDonald, Thomas McNulty, Thomas O'Malley, Walter Perchway, Charles Rafuse, Ellman Smith, John Barney Sullivan, Walter Sword, Ronald Urquhart, Leslie Como and Joseph Reardon.

Camp Manomet is twelve miles south of Plymouth, in the Cape Cod woods. The grounds border the ocean in front and at the back of the camp is a large fresh-water lake, which makes it an ideal spot. We expect to hear a lot from the boys on their return, about the good time they had.

THE BOY SCOUTS

Boys will be boys, but the sort of boys they will be depends a good deal on their environment and training. A good, lively, normal boy has just got to do something. He is built that way.

If he isn't doing something commendable, it is something else! So in most instances his movements need directing. It is a mistake to think that any properly instructed boy really wishes to do bad things. Once he is made to realize the relative values of good actions and bad actions, he will invariably choose to do the former.



Coast from Peaks Island, Maine
Contributed by W. E. Dolan

The Boy Scout movement is a great force for directing boys in the right direction. It doesn't seek to lessen their innate activity; it rather seeks to increase and encourage it. Its big purpose is to shape and direct it. That's why the suburban farmer, who, when he used to see a gang of town boys coming down the road, would unleash the bulldog and contemplate getting his shotgun for the protection of his gardens and orchards.

It's a different thing when he now sees hiking along the highway a company of Boy Scouts. He knows they are safe; that they would rather do a good thing than a bad; that they are looking for a chance to do a good thing. For a company of Boy Scouts to rob an orchard or melon patch would be an act of treason and put them in a class with soldiers who would attack their own flag. It is a big thing to establish in a boy's mind an ineradicable sense of right and truth and respect for another's property. That's what the Boy Scout masters are doing in their camps and on their hikes. Cheers for the Boy Scouts!



WE ARE MEMBERS OF THE
NATIONAL SAFETY COUNCIL



HOW DOES YOUR DEPARTMENT STAND ?

Accident Record January-June 1921

	Av. No. Emp.	No. Acci.	% Acci.
Old Box Shop.....	72	2	2.6
New Box Shop.....	92	5	4.3
Power & Steam.....	49	3	6.1
Main Mill.....	269	21	7.8
Building & Roofing...	267	24	9.
Floor Covering.....	152	20	13.1
Maintenance.....	88	13	14.3

The accident record, on the whole, shows a slight improvement for the first six months of 1921 over the record for 1920, but there is room for a good deal more improvement. Both Box shops, as usual, are near the head of the list, and the number of accidents at the Building and Roofing plant is gradually decreasing. The Floor Covering, which heretofore has been well toward the top, has slipped down a few places, but they are determined that in the next six months they are going to climb up again. Let's determine that every week in the next six months is going to be a No-Accident week. Resolve that you won't be the man whose accident helps run up the accident total for his department.

MASSACHUSETTS AND PLYMOUTH'S BIG DAY

The crowning feature of the festivities in celebration of the Landing of the Pilgrims in 1620 was the visit of the President of the United States and other notables to Plymouth on Monday, August 1st.

While the distinguished visitors came to witness the pageant which Professor Baker has so successfully staged, that pageant was almost relegated to second place, on this one day, by the landing of the presidential party from the modern namesake of that good old *Mayflower*.

It was entirely fitting that the representatives of the great nation of today should meet on common ground with the characters depicting the momentous happenings of three centuries ago on the shore of Massachusetts bay. The present is forever linked with the past—and surely the present of this broad country is linked with peculiar closeness to the past as symbolized by Plymouth Rock and by that band of God-fearing men and women who first landed there.

The years have seen a marvelous expansion. A nation of more than 100,000,000, covering half a continent, has grown—we cannot say "from the beginnings made at Plymouth," for there were other beginnings, quite independent, at other points—but, from whatever beginnings always with the help and the molding influence of the ideals which those pioneers of Plymouth planted in the wilderness. The spirit of America, in its best and highest essence, contains much that the Pilgrims contributed. Hence it is that the commemoration now in progress is not sectional but national, warranting the attendance, in their official capacities, of the chief executives and leading lawgivers of the federal government.

Excepting only the discovery of America itself, there is nothing else so significant in the unfolding story of this western world as that episode of December 22, 1620, at Plymouth Rock.

Bird Club Carnival Big Success

IDEAL WEATHER—BIG CROWD

Over 2000 people attended the Bird Club Carnival on July 10th, at the East Walpole playgrounds. Although we had several rainy spells during the week, Saturday's weather proved ideal for the

time and every one certainly enjoyed himself.

The grounds never looked so good and trim as on this day. Fred Duncan's Grounds Committee is to be congratulated.

Promptly at 2 o'clock everything was set the affair and the sports and exhibitions were run off. Winners in the several events were as follows:

Ball throwing for women—Ethel Dun-

can, first; Florence Duncan, second.

Sack race for boys—John Riordan, first; Hugh Wallace, second.

50-yard dash for girls—Edith Boyden, first.

100-yard dash (open)—John Jones, first; Tom Rice, second; Jim Quinlan, third.

Three-legged race for boys—Murphy and Feeney, first, McDonald and Sullivan, second.

Following the races the East Walpole Troop of Boy Scouts executed some very clever manoeuvring and marching stunts, and were roundly applauded time and again.

The Quoiters were busy throwing the heavy discs most of the afternoon, trying to determine the best man.

The big event of the afternoon was the ball game between Franklin K. of C. and Walpole K. of C., on which were six Bird & Son men. Both teams put up a good game up to the fourth inning, when the Walpole sluggers pounded Hagerden to

all corners of the field. Keefe, who relieved him, was also hit hard the rest of the game, which proved a runaway for Walpole by a score of 19 to 1. Every Walpole player put up a splendid game in the field as well as at bat. Bill Sline officiated as Umpire in his usual satisfactory manner.

The big midway, with its banners, balloons, candy, rugs, dolls, refreshments and many other novelties, was a busy thoroughfare all during the afternoon and evening. Jim Maguire and his assistants did a thriving business and sold out some of the attractions in the afternoon, but were fortunate to be able to get a new supply from Boston for the evening.

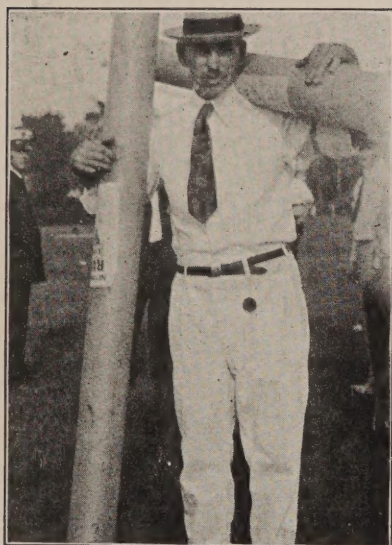
Steve Smith and his Refreshment Committee also sold out two or three times and had to replenish, but their stock never got so low but what everyone could be accommodated.

The attendance was considerably larger than was anticipated, which gave both the Admission Committee, under Mr. Bailey, and the Parking Committee, captained by W. E. Hale, all they could attend to.

At 7 o'clock, the Norwood Band of twenty-five pieces began its concert, which lasted until 10.

In the large auditorium, dancing was enjoyed under the direction of Pierce's Orchestra.

During the evening four pupils of Mrs. Dorothy P. Wilber of the Wilber Studios, South Braintree, gave special exhibitions of dancing on the grounds and in the auditorium. "Baby Bunny" Conway appeared in a doll dance, Vir-



1ST PRIZE

"Jack" Smith and one load of his winnings
Taken by E. H. Coleman



2ND PRIZE

"Mike" Hawkins at bat, 4th inning. Ready to give the ball a ride for 3 bases
Taken by Robert Driscoll

ginia Wilber in a difficult oriental number, Dorothy Harnish in a Spanish dance, and Jane Harnish gave an extremely difficult and pleasing performance.

Angelo Wersaskas, of the Building & Roofing Finishing Department was the lucky winner of the hundred dollars in gold.

Martin Lambine of the Main Mill Machine shop held the lucky admission check which won ten dollars, and N. Ameleo of 155 Washington street, won the five dollar prize.

It must be repeated that there was never a carnival so successfully run as this one. Every person connected with it was on the job and stayed on the job until relieved. It certainly was one



3RD PRIZE
Gilbert Anderson, George and William Roundy
with their Kewpie Dolls
Taken by Welthea M. Smith

of the greatest events of its kind ever held for Walpole. While it was not run primarily in financial gain, the club treasury will realize a fair amount from the proceeds.

The following were the members of the committees:

General Chairman—H. H. Miller.

Parking Committee—W. E. Hale, chairman, F. H. Hird, D. J. Cullinane, J. J. White, W. F. Geary, Thomas F. Lavin, James Hammond and Herbert Harrison.

Finance Committee—D. A. Chase, chairman, J. E. Sheehan, A. C. Buell, Harold McNeeley, A. H. Anderson and Phillips Dennett.

Advertising Committee—A. D. Kilham, chairman, Howard White, L. H. Pierce and Miss A. E. Field.

Games and Sports Committee—E. F. Murphy, chairman, Wallace Duncan, J. P. Dolan, Frank Tohosky, Allen Seaver, S. F. Martin Wm. Geary.

Refreshment Committee—S. W. Smith, chairman, Frank Whitehead, F. Witcher, W. W. Wilson, Harry Mann, John Goodwin, Victor Burrell, James Dine, Frank D. O'Neil and Stephen Rearson, Jr.



"Steve" Smith and his able Crew on Refreshment Committee

Entertainment Committee—B. D. Rogers, chairman, Geo. Wallace, James Quinlan, Harry Godkins, Carl Schaier, L. W. Pierce.

Red Cross—Misses Helen J. Ebbs and Margaret R. Leavitt.

Grounds Committee—F. B. Duncan, chairman, A. C. Urquhart, H. A. Wentworth, W. White, J. Donovan, Arthur Smith, Nelson Boulter, George Eisner, David Heylin and William Carberry.

Admission Committee—P. H. Bailey, A. V. Wilson, H. L. Jepson, William MacDowell, A. H. Anderson, Misses Maude Cushman, Katherine Dehey, Eleanor J. Brimmer, Theresa G. O'Brien, Ethel Cook, Mrs. Stanley Haste, Lothrop Bartlett, Herbert Schaier, William Maxwell, and Carl McKenney.

Dance Committee—E. C. Kerans, chairman, Martin Folan, Edward Feeney, Lester Proctor, James O'Brien, Wesley Pierce.

Midway Committee—J. B. Maguire, chairman, S. B. Montgomery, J. H. Smith, B. R. Taylor and C. W. Conrad.

Rug Booth—E. M. Lines, Eugene Connolly, E. C. Kerans, George Wallace, William Car-

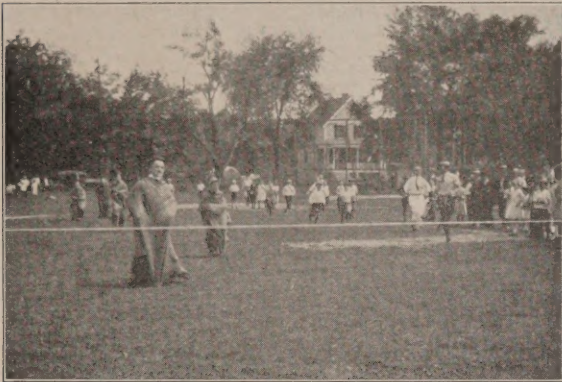
berry, William Geary, M. Mason, Elton Hamilton, K. R. Webber, R. N. Hills, Misses M. E. Kaler, M. Dower, E. Duncan, Mary Graney, B. Hammond, Rita White, Adele Ayer, Katherine Brady, Elizabeth Brady, A. Carroll, W. M. Smith and Helena White.



General View of Midway

Dart Game—H. E. Rouillard, D. E. Merrill, R. H. Wadsworth and R. L. Tupper.

Doll Booth—H. H. Badger, F. C. Bassett and Kenneth Rouillard.



John Riordan Winning the Boy's Sack Race

Balloons—L. E. Tarr, C. H. Stull, J. Kelly and C. W. Conrad.

Candy Booth—A. Smith, W. A. Beaulieu, Ernest Coleman, William Maxwell, W. Milliken, William Freeman, Stanley Crowhurst and Arthur Grose.



The children certainly enjoyed the goat carts

African Dodger—R. Tupper and J. O'Donnell.
\$100 Prize Booth—W. H. Taylor, Nimrod Olson and Robert Fisher.

Selection of Lucky Ticket—Jeannette Brimmer.
Basket Booth—Fred Bell, H. W. Dixon, Eben H. Johnson, Harold Boutelle and William Letts.

Cane Toss—J. F. Maguire, P. N. Hills, D. Kimball, R. Wadsworth and M. Mason.

MOVIES

The moving pictures will open again in Bird Hall on Wednesday, September 7. Some of the latest and best pictures on the market will be shown this year. Remember the opening date.

"The life worth living is one of simplicity and achievement; not one of show, extravagance and shirking. The aristocracy of the future will be the aristocracy of brains and leadership—of men who have made something of themselves and done something for their fellow-men."

Charles M. Schwab.

Library

Edison explains that the chief object of his recent questionnaire for applicants for positions in his employ was to test their memory, so essential a quality for success in the business world.

There are many methods of improving the memory and one of the most enjoyable and most profitable is through reading. Begin by choosing the best books—the works of great authors whose thoughts are uplifting. Read attentively some incidents or striking ideas, some phrases full of meaning which will be so thoroughly absorbed that the ideas will repeat themselves at will. Make their thoughts your own, and with exercise the power to acquire and recall will gradually increase and become of service in the daily work.

Try a chapter now and then from such books as "Franklin's Autobiography," Adam Smith's "Wealth of Nations," "Arabian Nights," "Plutarch's Lives," Dickens' and Thackeray's novels.

These are only a few of the good books to be found in our library.

Some of the Newer Readable Books

"Crowding Memories": Little incidents in the life of the Aldrich family, touching upon their association with Longfellow, Bret Hart, Edwin Booth and other celebrities of that period.

Brief Sketches of the lives of such men as Jacob Riis, Alexander Agassiz, Theodore Thomas.

Books on old furniture which will help to identify many an old piece of furniture which so many cast aside in an obscure corner of attic or storehouse as a really valuable article.

Little Books about old furniture:

Hepplewaite and Sheraton periods.

The Chippendale period.

"Chats on Cottage and Farmhouse Furniture."

"Furniture of the Olden Time."

"John Bull's Other Island"

"The Straight Deal or the Ancient Grudge"

"Heart of New England" (poems)

"Waste Paper Philosophy"

"A Scholar's Letters to a Young Lady"

"The Uses of Diversity" (short essays)

For the housekeeper—some suggestions for menus for the hot season:

"Better Meals for Less Money"

"Salads, Sandwiches and Chafing Dish Dainties"

"The Small Family Cook Book"

Stories:

"The Ice Pilot"

"Cloudy Jewell"

"Play the Game"

"Flood Tide"

"A Poor Rich Man"

"Alaska Man's Luck"

"Seed of the Sun"

"Ever to the Rescue"

"The Sisters in Law"

"The Captive"

"Strong Hours"

"Girl, a Horse and a Dog"

Shaw

Wister

Brown

Wilson

Child

Chesterton

Green

Hill

Pretlow

Leverage

Lutz

Mitchell

Bassett

Rinehart

Rutzbeck

Irwin

Hueston

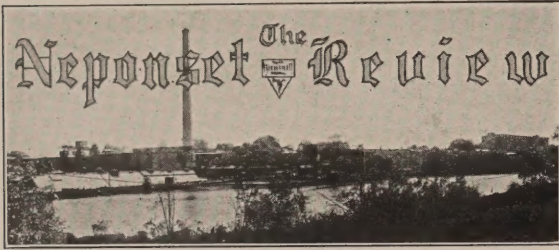
Atherton

Walpole

Diver

Lynde

There are two kinds of people in this world—those who are always getting ready to do something, and those who go ahead and do it.



Vol. VIII. AUGUST, 1921 No. 8.

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Editor and Publisher, B. D. ROGERS

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The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

Discouragement is one of the greatest of human enemies. It is an unmitigated curse. It has done more to dwarf the efforts of the race, has thwarted more careers, stunted and starved more lives, ruined more creative power than any other one agent. It is a disease that is well-nigh universal in some form. Everybody suffers more or less from it—is the victim of its poison. —Marden.

CO-OPERATION

We have received many pictures and articles for this month's Review that we were unable to use. We have chosen those pictures that could be reproduced well and the articles that we think will be of the most general interest.

No individual can get out a good magazine alone. It requires the assistance and co-operation of all. Let all who have articles or suggestions hand them in. What you are asked to do may be of more importance than you believe. Do it with a will! Help make the Review one of the best papers in the country.

Send in snapshots and notes of Bird & Son inc. workers and articles that may be of interest.

PRIZE CARNIVAL PICTURES

Considerable interest was aroused by the "Review" contest for carnival pictures and so many good pictures were submitted that the judges found their task a difficult one.

After careful consideration, first prize of \$5.00 was awarded to Ernest Coleman, of the Payroll Department, for a snapshot of Jack Smith with a couple of the rugs he won. Second prize of \$3.00 went to Robert Driscoll formerly of the Shoe Carton Department, for a picture of the baseball game, and third prize of \$2.00 to Welthea Smith, of the Manufacturing Office, for a picture of children. The judges were: A. H. Russell, E. B. Bartlett, and G. R. Wyman.

BIRD & SON'S STAND ON WAGES AND WORKING CONDITIONS

All Business Governed by Competition

We have received the transcript of a foremen's meeting from Mr. Wyman, Manufacturing Manager, which contains remarks made by Mr. Bird in regard to the recent wage reduction. He said in part:

"I suppose the sun will keep on shining and the birds will keep on singing notwithstanding our troubles which seem important to us. I will try to make a short statement devoid of everything except facts as I know them.

"Something like six or eight months ago, I wrote a note which was published in the Neponset Review. I stated in that note that Bird & Son would be the last to reduce wages and that we would cut all other expenses before we would cut the payroll. Since that time it is a fact that our competitors have been cutting wages. I think it is safe to say that all of our competitors have made a cut of from 15% to 30%, and some of them even more. Until very recently I have refused to consider a cut in wages, feeling that we ought to put it off until the last minute. About two weeks ago, I concluded that the last minute had arrived. Therefore, I signed a statement to the effect that a wage cut would be made.

"What I said in that notice was this: 'Six months have passed—the most depressing period in the history of business. The price of our products has been reduced until the margin of profit has been wiped out and for six months our plants have been operated at a loss. Our competitors have, in the meantime, reduced wages, as much in some cases as 25%. The time, therefore, has come when, in order to meet competition, we are forced to make a reduction in our wage scale—not so low as that adopted by our competitors, but lower than the one you now receive.

"As I see it, the reduction has been small rather than large. It certainly has not been large, if you take as a basis the reduction made by our competitors and that, in the last analysis, has got to be the basis that Bird & Son must abide by. If our competitors would raise wages, we certainly should be delighted to do it.

"We have been through many figures to see what our competitors are paying. For instance, some well established and large paper mills pay their men from ten to fifteen cents an hour less than our new rates. As to common labor, we find that our competitors are paying from eight to sixteen cents per hour less than we are paying. As a matter of fact, we find that we are well above the wages paid by our competitors. I believe that the wage paid by some is too low, considering the present cost of living, especially for an eight-hour day, but I cannot control the wage of our competitors. I finally decided not to go below our present scale until forced to, and I hope that time will never come. (At the meeting actual figures as to the above wages were given.—Ed. note.)

"Now, boys, this is a business question both for you and for the management. You must know that Bird & Son cannot compete in paper boxes, in roofing paper or in anything we make if we are obliged to pay much higher wages than our competitors, or if we are going to give extra pay for overtime when our competitors pay straight time. We have got to meet competition or go under. We have no situation that gives us an advantage over our competitors. In fact, some of them are much better situated than we are. There is certainly no easy job ahead of us. I am not trying to paint a dark picture. I believe that we are going to live for many

years to come, but I wish to get it into your minds thoroughly that we cannot survive if we are obliged to pay much higher wages or work shorter hours than our competitors do.

"In conclusion I would like to say that the success of Bird & Son depends largely upon the efforts of you men, our superintendents, foremen and their assistants. We are as dependent upon you as you are upon the management. Say what you will, our interests are precisely the same."

(Since the foregoing meeting many of our competitors have made further reductions, and it is a fact that Bird & Son are still paying from 12 to 30 percent higher wages than most of their competitors.)

HOSPITAL RECORDS SHOW BUSY YEAR

Our hospital records for the year 1920 show that there were 8310 calls made at the hospital for the twelve months. The records also show that there were 224 accidents in our plants during 1920.

Principally on account of the excellent service given by the hospital, the amount of lost time because of accidents during 1920 showed a large reduction over 1919. One of the greatest causes of lost time has been from infections caused by neglecting a small scratch or cut. These were greatly reduced during 1920, but we feel that there is still a great opportunity for reduction and, therefore, urge everyone to go to the hospital and have all cuts, burns and scratches treated immediately.

Don't take chances.

TO THE RELIABLE MAN

Here's to the steadfast, reliable man,
The man with the tongue that's true,
Who won't promise to do any more than he can,
But who'll do what he says he'll do.

He may not be clever; he's often quite blunt,
Without either polish or air;
But, though it's not in him to "put up a front"—
When you need him he's always there.

So here's to the man on whom one can rely,
And here's to his lasting success!
May his species continue to multiply,
And his shadow never grow less!

—Chicago Tribune

KEEP FISHIN'

A boy sat on the bank of a river. He dangled a fish line in the current.

The fish weren't biting, but the boy fished on hopefully. He didn't get discouraged. He didn't get blue and muss up the air with hot words.

He played the game. He kept to the rules. He had sense — and patience.

In his conduct there is a lesson for all who are cynical and top-heavy with impatience.

As long as there's a pole and a hook and line and bait and water there's a chance to fish.

Take away any of these, or tangle them up, or quit trying — and no more fish at all, at all.

Yes, this little yarn fits us today, in this weary world of turmoil and agony. We'll win nothing if we don't keep our heads and play the game. — The Artisan.

I'M THE GUY

(Apologies to Cleveland News)

I'm the careless, thoughtless Guy, called the accident maker. What do I care if my wife's nerves are unstrung by being notified that I was hurt? Ain't I the one that has to suffer the pain of a lost hand or fingers? She should worry if my earnings are lessened by the accident. We can take the children out of school and put them to work to help out. What does their education amount to? I did my work as I wanted to. Anyway it's my business, and that's the way I feel about it. — Exchange.

THERES TWO SIDES TO ALL QUESTIONS

He was a terribly "short" man, but he knew a real live business woman when he saw one. She was applying for a situation as confidential secretary and he turned upon her a rapid-fire of questions.

"Talk slang?"

"No, sir."

"Know how to spell 'cat' and 'dog' correctly?"

"Yes, sir."

"Use the telephone every other minute?"

"No, sir."

He was thinking of something else to ask her, when she took a hand in the matter and put a few queries.

"Smoke cigars when you're dictating?"

"Why-er-no," he gasped in astonishment.

"Slam things about when business is bad?"

"No."

"Think you would know enough about grammar and punctuation to appreciate a good typist when you get one?"

"I think so."

"Want me to go to work, or is your time worth so little that —"

He interrupted her enthusiastically.

"Kindly hang up your things and let's get at these letters."

DON'T WAIT—START SOMETHING

Too many men make the great mistake of waiting, until they feel reasonably sure that things are perfect. That consumes an awful lot of time. All perfections must be developed from a start. Sometimes the poorer the start, the greater the perfection. It all depends upon the man and his ability to take advantage of his mistakes. All perfection is the result of mistakes overcome.

Show me the man who does not make mistakes, and I will show you a dead one.

There is a wonderful amount of satisfaction in making a good mistake, and then correcting it. If you want to get anywhere in the business world, start something.

ORISON SWETT MARDEN GIVES RULES FOR SUCCESS

I RESOLVE:

To do everything that comes to my hand as though it were a test job for my promotion.

Not to sacrifice a better larger future benefit for a temporary pleasure.

Never to postpone or to put off doing a disagreeable task which must be done, and the doing of which will be good for me.

Never to decline to do any service it is possible for me to do for another.

Never to refuse to do that which enlarges my life, broadens my vision and makes me a fuller, a richer, a more complete man or woman.

That I am not going to be a trailer, a follower, a leaner or an echo of other people's opinions and beliefs.

That whatever I do in life I will step out of the crowd and live my own creed, do my own thinking and my own planning.

That while I am making a living, doing all I can to make a grand success of my work, I shall not forget to make a life.

That whatever people may say about my ability, about my success in life, they must say that I am a real man.

That whatever my occupation or profession I shall always do the things that will make me more, not less, of a man or of a woman.

That I shall regard that which hurts my self-respect, though it give me a pleasurable excitement for the moment, as a very vicious, undesirable sort of pleasure.

That while I shall not neglect the small things, I will not be so impressed with the importance of details as to expend all my time and energies on them and have none left for doing the big things.

Notes from the Plants and Offices

BOX SHOP NOTES

Eleven members of the Chrysanthemum Club went to Provincetown, Sunday, July 17th, and explored the haunts of our forefathers. The girls all proved to be good sailors, but Olive Burke got such a sunburn that she was on the sick list for a couple of days.

Dennis Broderick is back on the job, and it certainly seems fine to have him with us again.

John Drab, who recently underwent an operation at the Norwood Hospital, is getting along very well and hopes to be back soon.

Nellie McArthur, who has returned to work in the Shoe Carton Department, says the press seems like an old friend.

The girl friends of Mary Fitzmorris in the office and box shop gave her a miscellaneous shower of household goods for her new home, Tuesday evening, July 29th.

Henry Ryan has transferred from the Wallboard Department to the Floor Covering Sales. We all wish him the best of success in his new field.

Visitors to the box shop have been startled to see Steve Riordan bearing down on them with a wild light in his eye and a vicious looking instrument in his hand, but soon discovered, to their relief, that Steve was only seeking stray cockroaches. He has sworn to exterminate them entirely.

MAIN MILL

J. H. Maguire spent his vacation getting familiar with Walpole roads. We should think a slight acquaintance would be all that is necessary.

John Burke took fishing lessons at Old Orchard, Me.,



"Bob" Morse "Johnny" Burke, Harry Anderson and friends with the day's catch at Old Orchard

under the tutorship of Mr. Robert Morse, our efficient shipper, who also acted as chaperon.

John E. Curran has been taking lessons in nursing. After having spent three weeks at the profession, he has decided to take up a new vocation.

Bob now says that two weeks' vacation is too short. Judging from some of the pictures we've seen, we don't wonder he thinks so.

Carl Schaefer motored to the White Mountains one day and back the next. He didn't like to leave the garden too long for fear the woodchucks would get in.

The erecting crew from Babcock & Wilcox are now putting in the second boiler and, as soon as this is installed, will start putting in the third.

Joe Sheehan and his car have parted company. Joe is undecided as to whether he will now invest in a Rolls-Royce or a Ford.

George Wallace and Jack Urquhart have gone in for intensive farming. They expect to be ready to take orders for seed onions next spring.

It is good to go into the Brigade Room and see Maurice Ahern on the job. He is taking Fred Plaisted's place while Fred is taking a rest up in New Hampshire.

We are glad to report that Bill Score, who has been seriously ill at the Norwood Hospital, has returned to his home and is improving rapidly.

The red jelly fish kept him out of the water; the roller coasters kept him awake nights. What did Joe Sheehan find amusing down at Nantasket Beach?



"Matty" and "Sully" in their new truck

NORWOOD PLANTS

We are glad to see Wadsworth back after completing his course at Bowdoin. He is now wrestling with rolls in the Rug Border.

Hugh Knight took his suit case under one arm and his near-Franklin under the other and started off for a two-weeks' rest.

The daily reports from the hospital on Bernard Bailey, who was so badly burned at the Floor Covering plant, June 22nd, are most encouraging. Mr. Bailey's condition is steadily improving, and he is now able to sit out on the hospital veranda.

It is a great pleasure for the office force to be able to say, "Hello, Granville, how is Westwood?" Mr. Baker has returned after a three-weeks' absence. He was ill one week, but we are glad to say he is all right now.

Our inspector, John Fitzgerald, has returned from a trip to New Hampshire, where he spent his vacation. Jack says the car is there when it comes to hills.

Boy! page Sherlock Holmes. Mr. Eaton very kindly brought some eggs over from Westwood which Mr. Baker was sending to Bill Taylor, and carefully placed them in a locker. When he went to get them, he found the bag filled with air and neatly tied with a string. Question: Where are the eggs?

His many friends are congratulating Joe Conley on his narrow escape when he was in a rather peculiar accident in Canada recently. Joe, his wife, mother and sister, were out in Joe's car and were caught in a terrific wind storm. The tree under which they took shelter was uprooted and the trunk fell across the back of the car, the branches so penning in the occupants that they had to have help before they could get out. The rear of the car was badly damaged but, fortunately, Joe and his family escaped without injury. It was a close shave and we are all mighty glad that none of the people in the car were hurt.

The entire FB office force is joyfully anticipating some wonderful feeds when George Smith's half-acre of sweet corn is ripe enough to pick.

Eli Chamberlin says he can think of several things that

are easier than driving a car along roads with uprooted trees along the way and holes for unwary drivers.

Now that the painters have nearly completed their work, the outside of the buildings matches the grounds in neatness and attractiveness.

The new cement driveway to the elevator and the shipping platform at the Sand Plant will make the loading of trucks very much more convenient. More and more trucks are calling at the mill for orders of roofing.

Mr. Wilson is soon to join the ranks of Dodge boosters, and 'tis rumored that McKenzie will shortly follow suit.

The former associates of Leon Schuster, who worked for nearly three years in FB Maintenance Department, were greatly shocked to learn of his tragic death in an automobile accident Saturday evening, July 30th. Mr. Schuster had just acted as best man at the wedding of Edwin Richwein, formerly machine tender on No. 1 machine, and was taking the bridesmaid home when the accident occurred. All his friends at FB and FF extend their sincere sympathy to the bereaved family.

Little question for today: Does Bassett live in East Walpole or in Islington?



Tom Heylin (FXF) and five of his nieces and nephews
at New Pond

August 5th was Doc Watson's birthday, which he celebrated by entertaining at his home in the afternoon. The people at the mill, just to show they were glad Doc had a birthday, scoured the fields for daisies and skunk cabbage with which they decorated his desk. They also flew Old Glory from the staff to greet him when he came in that night. The following is the poem which accompanied the floral tribute, together with Doc's reply:

"Doc" the Old Man of the Mountain

We don't know how old you are, Doc,
But we'll hazard just a guess,
You'll ne'er see 59 again,
For you are sure an awful mess.

With what hair you've got, an iron gray,
To say nothing of the places
Where there is none, atop your dome,
To tally with your graces.

No doubt your joints are getting stiff,
At least in certain places,
Just like any old gray mare
That can't kick o'er the traces.

But just the same, we're glad you're here,
In spite of all these traces
That you'll be leaving pretty soon
To visit hotter places.

For "Doc's" become a by-word,
Around about the mill,
And the fellows like to hear it
Same's they do the sound of Bill.

To those concerned in my birthday celebration:

Speaking of birthdays, after one passes the 45th they are hard to take as a joke, they are almost pathetic. The speed they attain is appalling after that time and a fellow begins to feel as if he had one foot in the grave and the other on a banana skin.

However, I want you fellows to know that I appreciate your little joke, the bouquet was a choice selection and the smokes are very handy. I had a good laugh when I came in and that helps, as Cartoonist Briggs says, to "start the night right." My hat is off to the poet laureate of FB whom I strongly suspect is Bassett.

I am conceited enough to believe that under all the "horse play" is a hearty "Good Luck" from you boys here and I want to thank you all for brightening up the corners of a long night and wish you all the same.

C. J. Watson.

VACATIONS

Where They Went

- Mary Hickey—Canada.
- Sam Graves—Provincetown.
- Sabina R. Costello—Nantucket.
- May Gardner—Long Island, N. Y.
- Kenneth Rouillard—Nantasket.
- Anna Roundy—Brant Rock.
- May Silverman—New Hampshire.
- Margaret Downing—Weirs, N. H.
- Walter Dolan—Peak's Island, Me.
- Frank Whiteher—Peak's Island, Me.
- Mrs. A. C. Foss—Martha's Vineyard.
- Wesley Beaulieu—Hampton Beach.
- Marion Oldham—Lake Archer.
- Beatrice Hammond—Barnstable.
- Elsie Kirk and May Harrison went to New York to attend the International Convention of C. E. Society.
- Gladys Duncan—White Mountains.
- G. R. Wyman—Auto tour of the Cape.
- Fred Duncan—Barnstable.
- Agnes Foley got a beautiful sunburn at Weymouth.
- Harold McNeeley—Canada.
- Robert Morse—Old Orchard—Camp Ellis.
- John J. Burke—Old Orchard Beach, Maine.
- H. A. Anderson—Auto trip over the Trail through the White Mountains to Maine.
- Carl Schaier—Auto trip over Trail to White Mountains.
- Joseph Sheehan—Nantasket.
- Ralph Nutter—Pittsfield, N. H.
- Sam Kay—Digby, Nova Scotia.
- O. J. Goodspeed—Franconia, N. H.
- Russ Tupper—Atlantic City, N. J.
- Holly B. Dyer—Providence, R. I.
- Ed. Johnson went fishing in Boston Harbor and caught a sunburn.
- Eli Chamberlin—Swampscott and auto trip to Maine.
- Walter Sword—Fishing—nobody knows where.
- Fred Ellis—Auto trip in new Dort.
- George Garland—New Hampshire.
- Fred Plaisted—New Hampshire.
- R. C. LaFountain—Andover.
- Eva Dower—Onset.

OFFICE NOTES

Ernestine Surette, Sales, is the latest member of the office force to announce her intention of forsaking office work for domestic science by displaying a diamond on the significant finger.

S. E. Whitman of South Walpole has joined the Building & Roofing Sales correspondents.

Henry F. Eddy is on special work in the Eastern Division, Building & Roofing Sales.

Beatrice Foster has transferred from the Stenographic Department to the Cost Accounting, to take care of the work formerly handled by Miss Davis.



Mt. Kineo, Moosehead Lake, Maine

A. O'Shea is now a correspondent in the Floor Covering Sales Department.

Margaret Quinlan has gone to the top floor from the Service Department to the Floor Covering Sales Record Division.

Bill Sline has acquired a new Ford sedan, much to the relief of numerous and sundry of his friends, who now look forward to the possibility of taking a trip without stopping at the roadside at inopportune times to change tires.

Halburton Dobbins visited the mill recently and reported that, while it took quite a little work, he was getting a fine business out of the State of New Hampshire.

While the rest of the office was sweltering in the heat and praying for rain, even if it meant a thunder shower, the office associates and former schoolmates of Elizabeth Davis managed to have two showers exclusively for her, the first one on Monday evening, July 25th, at Emily Evans' home, and the second Thursday noon, July 26th, in the girls' rest room, when she was presented with many beautiful and useful articles for her new home. The men of the Accounting Department gave her a silver trivet.

C. Harvey Stull recently had his tonsils taken out at the Norwood Hospital, and is rapidly convalescing.

James Dowling, AC, has acquired a Chevrolet.

C. Harvey Stull has also joined the ranks of the motorists and is planning to tour the surrounding country in his new Ford.

The Hermits celebrated Sabina Costello's birthday and her initiation as a Hermit recently; and, after regaling her at a party with poetry and song, showered her with many remarkable gifts from her friends.

Lewis Freeman has recently been transferred to our Chicago office where he will assume the duties of auditor, succeeding Mr. Neptune. We all wish him good luck in his new venture. Louie's office associates presented him a tan travelling bag with the following poem inside to express their good wishes:

There've been "Louies" firsts and seconds,
There've been "Louies" kings of France,
But there's never been a Louis
Who wouldn't take a chance.
For it's quite a chance you're taking,
When the old home ties you're breaking,
To go roaming 'round Chicago, with this satchel in your hand.

We know you'll grip it tightly,
As you're walking rather sprightly
Thru the mob that's always on a city road.
For they would rob you in a minute,
If they ever guessed what's in it,
But even so they couldn't steal your load.

You may fill it full of shirts and hose,
Collars, neckties, underclothes,
But no matter how you pack it,
With your articles of habit,
You can't crowd out the wishes of your friends back home
They're wishes of good-luck and cheer
From the bunch in old AC,
And we hope this little gift will serve
As a pleasant memory.

Arthur Mellin, AA, has recently located in East Walpole, having moved into one of the Paroid houses on Pleasant Street.

Three new men have been added to the ranks of the Accounting Department: Patrick Rogers, Harold West and Byron Anthony.

Frank Whiteher of the Accounting Department is spending his vacation at Peak's Island, Maine. We find that he spent a whole day in Boston before leaving, stating that he was shopping preparatory to taking his vacation. We wonder what he was shopping for, as we always understood one could get all that was wanted at Peak's Island, or anywhere in Maine.

Congratulations are extended to Mr. W. Geo. Perkins, General Manager of the Nu-Art-Tile Roofing Co. of Norwich, Conn., on the birth of a son.

Our Connecticut salesman, Mr. G. E. Pendergast, reports the advent of this promising new arrival as follows:

"A super-salesman, W. Geo. Perkins, Jr., was born on June 25th, 1921, and the first word he said was ART-CRAFT."



Margaret Quinlan and group of vacationists
at Camp Ellis, Old Orchard, Maine

WALPOLE HOME BUILDING CO. TO CARRY ON COAL BUSINESS

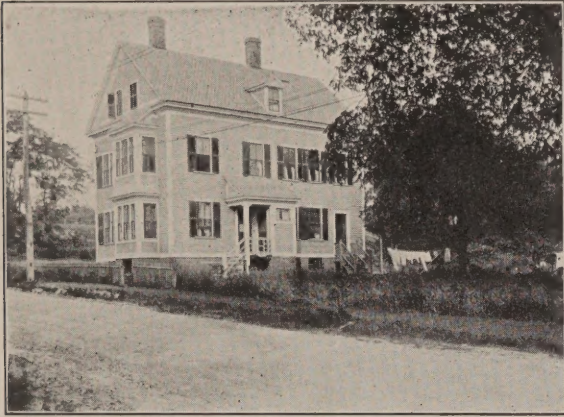
The coal business formerly handled in East Walpole by the Neponset Cooperative Stores has been taken over by the Walpole Home Building Co., Inc., and will be conducted by that Company on the same principles as followed by the Neponset Cooperative Stores.

The coal will be sold direct from the cars at the actual cost of handling and the people of East Walpole are bound to receive considerable financial benefit from this arrangement, as price will be from one dollar to one dollar and twenty-five cents less than charged in other towns near by.

PHILLIPSDALE, R. I.

Some of us are deeply interested in the welfare and progress of our reliable store-keeper, Johnny Nolan. It is understood he has broken the sod on a new site. How long before you will be ready to dedicate, Johnny?

The gardens planted by our employees are looking very good. Each one has taken good care of his own garden, and because of this attention will now reap a fine harvest. It is a waste of time and land to plant a garden without taking care of it. In years past some of our employees failed to have the same good luck in raising crops, and they had to stand for a lot of hot air on how to do it, but this year it looks as though all were doing well so the hot air will have to be canned with the corn. All is well, Pat Lynch is silent.



One of our houses off Roger Williams Ave., Phillipsdale

The above is one of Bird & Son's contributions to the "Housing Problem" here in Phillipsdale.

Do you wonder that these *rents* are quickly snapped up? Note especially the "Art Craft" roof on the two-flat house with main entrance on the side. Some class, what? You can all tell the world. A view of another house may appear later.

Mr. Chamberlain has returned from his vacation, which he spent on a trip up the Hudson and visiting several places of interest in New York State. On his return, he stopped at several places in Connecticut.

Henry Phelps, our cutter room foreman, has arrived after spending a part of his vacation with his uncle in Bristol, R. I. Henry looks well and we believe he had a fine time.

Oscar Anderson, one of our night foremen, has also returned from his vacation, which he spent roaming through the wilds of Daisy Field Flat. Oscar says that it is a great place where he lives on the banks of the Ten Mile River and there is no need of going away to see places of interest when there are so many pretty sights around home.

1500 FOOT PAPER MACHINE STARTED BY CONSOLIDATED PAPER COMPANY

Our paper makers will be interested in the installation of the new huge Beloit paper machine in the plant of the Consolidated Water Power & Paper Co. at Wisconsin Rapids, which was placed in operation last month. The machine was started at a speed of from 800 to 900 feet a minute and it is expected to speed up to 1000 feet in about six months and eventually it will be operated at its capacity speed of 1500 feet a minute.

The machine, the fastest in the world, will turn out a sheet of news print trimming at 156 inches. Its length is in excess of 300 feet, and it uses 164-inch wires. Work on the monster was started at the plant of the Beloit Iron Works about a year ago and the process of installation has been in progress for several weeks.

Smile, and water will taste like 2.75%.



Suggestion Column

We would like suggestions on a method of finishing DP Felt to prevent damage to rolls in handling in transit.

The following suggestions were accepted during the month of July and the standard prize of \$5.00 was awarded for each:

Door in Motor Room, DMP5.....	John Sullivan, EMY
Improvement on Cutter, No. 2 Sorting Room Basement.....	John Davis, DMB
Install Clutch on FBP M1 where black sand is applied.....	Thomas Smith, FBM
Improvement to Drinking Fountain near Front End of FBP- M7.....	Fred Stockton, FBM
Raise FFH Rosin Tank.....	William J. Colmer, FFQ
Pan to Catch Dirt Under Brush on Rug Border Machine....	William Muehlberger, FFD

Don't Forget

THE \$500.00 PRIZE

Offered for a Suggestion for a New Product

Offer expires August 31, 1921

COMPARISON OF PAPER MILL WAGES— GERMANY AND UNITED STATES

At a recent discussion in Washington, which was published in full in a Paper Trade Journal, the comparative wages paid to paper mill workers were brought out. It stated that the average hourly wage in English Paper Mills in 1920 were 47% of the wages in the United States.

The following table is computed from official sources of January, 1921, and represents the comparative wages paid to these different classes of employees in paper mills in this country and in Germany.

Wages of Paper Mills in Germany and United States in Cents per Hour

Allowance has been made for depreciated exchange.		
Class of Employee	Germany Cents per hour	United States Cents per hour
Beater men.....	11	58
Machine tenders.....	11	68
Grinder men.....	10	48
Packers.....	11	50
Calender operators....	7	30
Female helpers.....	7	28

It will thus be seen that in no case is the German wage more than 25 per cent of the American wage.

THE NEPONSET CREDIT UNION

What It Is and What It Does

THE NEPONSET CREDIT UNION is an association of Bird & Son employees, incorporated under the laws of Massachusetts and governed by the Bank Commissioner of this state, for three purposes:

1. As an investment,
2. As a promoter of thrift,
3. As a place to borrow.

To obtain a share, it is only necessary for one to make a payment of \$.75, \$.50 of this amount being the first installment on the share and \$.25 the admission fee which is charged on first share only. Future payments can be arranged to suit conditions.

The application must then be approved by the Board of Directors.

Quite a few of the members have used the shares as an investment and now have 20 shares, which is the maximum amount which one person may hold. For the past year these shares have paid 7%.

If one should choose to use the Union for savings, the treasurer will, at the member's request, make deductions from pay and these will be placed on interest the first of every month. The Union is now paying $4\frac{1}{2}\%$ compounded quarterly on amounts up to \$150.

Any member needing money for any purpose can borrow on an unsecured loan \$150, and much more if security is given and loan passed by the Credit Committee, which meets once each week and interviews all applicants for loans.

If you are interested, or would like to talk the matter over, any of the officers would be very glad to do so, and it really seems as though there was everything to gain and nothing to lose by joining such a worthy and profitable institution as the NEPONSET CREDIT UNION.

THE WORKER'S CREED

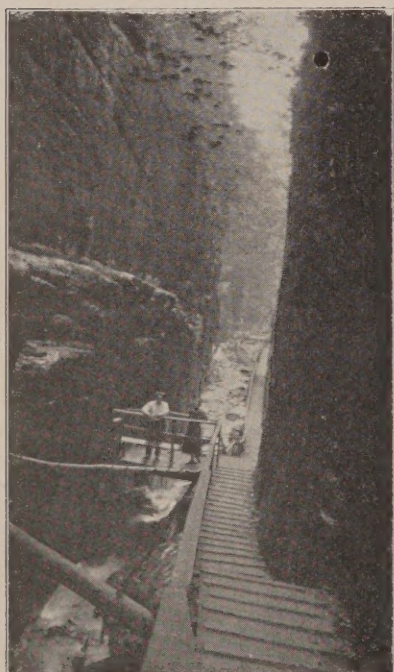
I believe: In the gospel of the full day and full pay, for the preservation of Life, Liberty and the pursuit of Happiness.

That the job that feeds me is entitled to the best of my strength and brain. That no job is so lowly that it does not carry its privileges of advancement and its obligations of cooperation.

Though I make but a single part, the finished product is still my responsibility, since the neglect of one can spoil the labor of many.

That obedience need not be servility, but an intelligent recognition of the necessity of order and the value of trained direction.

That loyalty to my organization isn't a noble quality for which I deserve praise, but mere common-sense in



The Flume, White Mountains, N. H.

Contributed by Harry Anderson

supporting what is supporting me.

That right and wrong are of the individual and never of the class. That just as there are employers who are

unjust, so are there employees who shirk, and that all judgments must go to averages and give and take on the fifty-fifty basis.

I believe in wise spending and sane saving; in clean living; in the rest that restores and the recreation that recreates the energy due my work; and, whether I work with head or with hands, in grasping every opportunity for further education.

Finally, I believe that the Lord helps those who help themselves. And for the country and the job that provide the means of self-help I give my daily thanks.

—By Marquis Carr.

SAVE YOUR SQUASH VINES

Warns Against Borer

Ways to Exterminate Pest

The squash vine borer, the worst enemy of the winter squash in Massachusetts, arrived early this year and is already beginning its destructive work in some sections according to Harlan N. Worthley, investigator in entomology of the Massachusetts agricultural experiment station. He advises growers and home gardeners alike to reduce the destructiveness of this pest by going through the fields and covering several joints in each squash runner with dirt. This action promotes the growth of roots from the joints covered and these secondary roots will often serve to carry a crop to maturity, even if the main stem of the plant is destroyed. He advises the home gardener to make a slit in the stem where he finds a hole, to remove and kill the borer, and then to cover the cut portion of the stem with earth.

COAL

Put in your winter coal supply now.

We are selling coal—egg, stove and nut sizes—in East Walpole and vicinity for the cost of handling.

We sell direct from the car and save expense in handling.

Leave your order with us at once and be prepared for next winter.

Walpole Home Building Co., Inc.

Office, Maguire Block.

Tel. Walpole 130. East Walpole.

The twelve new houses on Rock Hill, Norwood, belonging to the Walpole Home Building Co., Inc., are now all occupied. Some of the people who have recently moved into these houses are: Edward T. Linn from Highview St., Norwood, Fred Thaxter from Broadway, Norwood, John Regan from Roxbury, F. J. Payne, F. A. Massev, Jr., from East Walpole, Albert Burdett from Bridgewater, Mrs. E. M. Duplisea from Ashcroft.

FUNERAL SERVICES OF GEORGE W. MacINNIS
One of the First of Bird & Son's Boys to Die in War

The funeral services over the remains of George W. MacInnis of Company 1, One Hundred and First Infantry, the first Wrentham boy to die in the World War, June 2, 1918, from the effects of gas near Toul, was held Sunday afternoon, July 24th, in Trinity Church, Wrentham.

George W. MacInnis was born November 4, 1900, in North Attleboro, but removed early in life to Wrentham, where he attended the public schools.

He came to work for us on March 3, 1917, in the Floor Covering plant office and later in the employment office for a short while.

He enlisted July 23, 1917, in Company I, Fifth Massachusetts, and was 16 years old at the time. He died from the effects of gas in the first all-American raid at Toul, France, June 2, 1918.

There were many beautiful floral tributes from the Lee Hayes Associates, Veteran Infantry Association, One Hundred and First Infantry, Wampum Whist Club, George W. MacInnis Post, fire department, town of Wrentham and others.

CHICAGO PLANT

Production known as F C P.

For the past six months, without adding any machinery, adjustments have been made to No. 1 and No. 2 machines which are about to show some interesting results. Mr. Matcha, general foreman, with the assistance of Mr. Shorty George on No. 2 machine, has been proving that without a large battery of coolers, and without the felt looper, which is an advantage on a shingle machine, that pretty fair production can be secured. For the last three days on a 9-hour day the average has been 750 to 850 shingle squares. This, however, we know is not a record, but is climbing well up toward a record, and if times were singing as they were a year ago, there is some slight evidence about which would lead us to believe that we wouldn't be so far away from the record flight as some others. The gallery which has been in operation for some years has been eliminated. The operation of the shingle machine is much more intelligent, and the men who tie up the bundles, Messrs Flaherty, Van Develde, Dunn and Kneer, find the space a little less confining. They have been showing some pretty good records on bundling up shingles.

Recently the Signode Company have been demonstrating the use of a flat band with the Signode Clip, as against the method we have been using for some time with the new Gerrard table and tier. The Signode Company claim that they can produce 100 bundles an hour. The operation was carried on for some time at this rate. The contest is still on. This record has been more than equaled by the Gerrard tier. There is still some argument among some experts in the roofing field whether the flat wire does not make a more secure bundle than the round wire. We believe that those active in Asphalt Roofing Departments might write their opinions in the pages of the Neponset Review.

Mr. Frank Chiar, who has been master mechanic in the plant, has been appointed superintendent. We wish him the best of luck.

Mr. Joe Blosky was called at an early hour the other evening. An accident which might have been serious occurred on No. 2 machine. When pumping the saturation from the heating still the return pipe cracked and for some time the asphalt poured into the basin. Recent installation of still for heating saturation for the machines which has done away with the direct flame in the main plant and reduced fire hazards to a minimum, has been working well. Due to certain defects in the plan changes have got to be made, but on the whole may be called a success.

When times again, if they ever do, return to what is termed in the journals of to-day normalcy, the productive organizations in Chicago plant are ready to take on the organizations in other roofing plants of Bird & Son. There are certain fundamental mechanical deficiencies, which plans that are already prepared will overcome, but which cannot be executed until these normalcy times return. However, the organization has been showing the past two weeks that it knows how to make roofing. Mr. Matcha, machine foreman, has been making the dust fly on No. 2 machine, with the help of those who have been operating the machine the last few months. He says if both No. 1 and No. 2 machines were running he would make the fur fly.

Leadership means putting into your every effort the best that is in you. And doing everything, no matter how trivial, just a little better than the same thing was ever done before. Life and success are the total of the little things that are done from day to day. Like the seconds make the minutes, the minutes the hours, and the hours the days, so do the days and little things we do make our lives. And he who can lead in doing the little things will grow little by little into a leader of all.



WEDDINGS

Elizabeth S. Davis, formerly of the Cost Accounting Department, was married August 1st to Arthur Gustafson, of Norwood, at the Dedham Episcopal Church. Mr. and Mrs. Gustafson left immediately for a trip to Maine and, upon their return, will reside at Hyde Park.

Marion Alden, Cost Accounting, was married Thursday, August 4th, to Walter Guiles of Walpole. After an automobile trip to Maine and home through the White Mountains and the Mohawk Trail, they will make their home in Walpole. Mrs. Guiles is to remain with us until the new year.

Mary Fitzmorris, Wallboard Department, and John O'Donnell, popular sample maker in the Fibre Case Department, were quietly married July 30th, and started immediately on a wedding trip to Maine. They will reside in East Walpole.



Yacht Coming into Harbor, Nantucket

Contributed by W. M. Smith

CHILD DROWNED IN THE NEPONSET

Carrie Sabatis, 13-year-old daughter of Mr. and Mrs. Joseph Sabatis of 241 Washington street, while bathing waded beyond her depth and being unable to swim was drowned last Friday afternoon.

Dr. Field and Miss Leavitt from our Emergency Hospital were at the scene of the accident before the body was recovered and worked with the pulmotor for more than an hour in an unavailing effort to revive her. Chief of Police T. P. Leonard and Patrick J. Burns assisted.

James F. Quinlan wished us to correct the statement made in the August 6th issue of the "Norwood Messenger" to the effect that he recovered the child's body. The body was located by Frank Eisner and recovered by J. Raymond Smith, both of East Walpole.

LOST

On or about July 15th, a silver Eversharp pencil with initials D. B. K. engraved on it. Please return to Building & Roofing office, if found.

Athletics



BASEBALL

The hot weather has interfered with several games during the past month, but double headers are planned for the next few weeks.

The league standing has not changed this month, but Building & Roofing have several postponed games to play so that the dopesters are at sea as to the outcome of the pennant race.

Since Tap Geary has come back into the line-up of the FX and DF team, it has taken a new lease of life and, with several new men in the field, promises to make a fight to leave the cellar position.

Timmy Cullinane is covering the first sack like a veteran for the Main Mill. He is hitting in the pinches, and only the school house prevented the ball on which he scored a home run recently from sailing over the hills and far away into the next county.

League standing, August 3d, 1921:

	Won	Lost	% won
Office.....	10	3	.769
DM and EM.....	9	6	.600
FB and FF.....	6	5	.545
FX and DF.....	1	12	.077

QUOITS

The quoit experts and others may be seen almost any evening pitching the iron rings up at the tennis courts. On Saturday, July 23d, Robert Hood, Sam Hunter, Russ Tupper, George Wallace, Jimmy Wallace, Herb Cobb and Andy Urquhart journeyed to Quincy to play against



A group of our quoiters

a team representing Clan McGregor and Fore River for a silver cup presented by the Mayor of Quincy. After an interesting and exciting battle, Clan McGregor came off victorious by fifteen points. Bird & Son quoiters hope to meet them here in a return game soon.

TENNIS TOURNAMENT

The Tennis Club elimination tournament, which is held annually for the silver plate, is progressing very well. The following are the results of the first round:

Martin defeated Tarr 6-1 6-2, Wilson defeated Wyman 6-2 6-3, Westcott defeated La Fountain 6-0 6-1, and Boutelle defeated Bartlett 6-1 6-0.

K. Way defeated Stull 6-3 6-0, Buell defeated Allen

6-3 6-4, Hills defeated Olsson 6-1 6-2, and Sawyer defeated B. Way 6-1 6-2.

Floyd defaulted to Montgomery, Maguire defeated Smith 6-3 7-5, Hutchinson defeated Eddy 6-0 8-6, W. B. Rogers defeated Bailey 6-0 6-4.

Chase defeated Maxwell 6-2 6-1, B. D. Rogers defeated Dolan 6-4 6-3, Dixon defeated Jackson 6-1 6-2, Wadsworth defeated Mason 6-2 6-0, and Andrews defeated J. F. Maguire 6-4 6-2.

The first match of Buell and Allen ended in a tie and



A morning's catch of trout and salmon, Moosehead Lake, Me.

was called off, but in the second match Buell won 6-3 6-4.

In the third match between W. B. Rogers and P. H. Bailey, Rogers defeated Bailey by 6-0 6-4. The first match ended in a tie and was called by agreement, while the second match had to be stopped on account of rain.

In the second round of the tournament, Boutelle put up a wonderful game of tennis against Westcott, and it looked as if he would win the match, but Westcott finally pulled out of a 5-2 hole against him in the second set, winning 7-5 and taking the last set much easier.

Rogers and Chase played an extremely close match, finally resulting in favor of Rogers 2-6 6-4 6-4.

Jim Maguire defeated Montgomery in a hotly contested match 6-4 9-7.

K. Way defeated Buell 6-4 1-6 7-5. Sawyer defeated Hills 6-0 6-2. Martin defeated Wilson 6-2 6-1. W. B. Rogers defeated Hutchinson 6-3 6-2. Dixon defeated Wadsworth 6-1 6-3. Dixon also defeated Andrews 6-3 6-4.

In the third round Westcott defeated Martin in the closest and hardest played match to date winning by 9-7 7-9 8-6.

Sawyer defeated K. Way 6-0 5-7 6-2. W. B. Rogers defeated J. B. Maguire 6-2 6-2 and B. D. Rogers defeated Dixon 6-3 6-3.

This leaves Westcott, Sawyer, W. B. Rogers and B. D. Rogers as semi-finalists.

Most of the games have been played on the Wolcott Avenue courts, which are in excellent condition. Some of the matches, however, have been played at the Bird Club Court, which is also rapidly getting into first-class shape.

LAWN PARTY

Despite the shower which came up just at eight o'clock, the first of a series of informal dances given by the resident members at the Bird Club, July 20th, was a decided success.

Dancing was enjoyed both in the house and on the veranda. The loveliness of the moon, which came up shortly after the rain, added to the beauty of the grounds and made dancing outside a delight. The music furnished by Petracca's orchestra was excellent. The only mishap occurred when Mr. Bailey, in trying to do one of the new steps—we hope he wasn't trying to toddle—stepped through the porch floor; but he calmly extricated himself and his partner before they slipped very far and continued the dance unperturbed.

SIDELIGHTS ON THE CARNIVAL

Jack Smith has put a ring around July 16th on the calendar. It certainly was his lucky day. He garnered six rugs before they shoved him away so that other people would have a chance.

By the way, did you notice how popular those rugs were? We don't know whether it was the rugs or Ed. Kerans' luring speeches that kept the crowd buying tickets, but buy they certainly did.

Bassett is very proud of a kewpie doll, named Becky, which he won. Now that he has it, what's he going to do with it?

One small lass looked longingly at the boxes of candy gaily tied with festive ribbons, but a chance cost ten cents and where was she to get ten cents? Some kindly soul, noticing the wistful look in her eyes, gave her a railroad rebate check worth the needed ten cents. Off she skipped to the station, but, alas, it was closed. Slowly she trudged back, but the sight of those wonderful boxes was too much, and, with a beguiling smile that would make a movie star envious, she offered her rebate check in exchange for a ticket. What could a fellow do in a case like that? She got her ticket, and the gods of chance, who love a game player, saw to it that the wheel stopped short on one of the numbers she held. The memory of her crow of delight when she received her candy stayed with everyone who chanced to be near all the afternoon.

Jim Maguire couldn't speak above a whisper for two days after the carnival.

JIM MAGUIRE'S PRAYER

'Twas Friday night and how it poured!

Jim got down on his knees.

"Oh, Lord," he prayed, "we are dismayed—

We've tried so hard to please—

We've been so good, we thought you would

Have pity on us, Lord.

"The Carnival is tomorrow,

We've got to make it pay.

We'd like it cool, but not so cool

That folks will stay away.

If it should rain 'twould cause us pain

And also very much sorrow.

"We'd like a day that is just right—

A day that's nice and sunny;

We'd like a day just made for play

When folks spend all their money.

Please make it fine from nine till nine,

From early morn till night."

He says he prayed the whole night through,

But that we rather doubt;

But at any rate the day was great

And Jim rose with a shout.

So we opine when we want sunshine

We'll ask Jim to help us, too.

Tiot Lunch is making a specialty of baked beans and brown bread every Saturday afternoon. Leave an order on Friday and call for your hot beans Saturday p. m. Other cooked food can be purchased at the lunch room which should be a great convenience to the people of East Walpole during the hot weather.

WALPOLE HOME BUILDING CO., INC.

HOUSES TO LET

HOUSES TO SELL

HOUSE LOTS FOR SALE

Call and let us help you about buying or building a home.

Smile at the past and you can grin at the future.

SOME PAPER MAKERS

If you know a man who has

The Resourcefulness of Fred Duncan,

The Vision of A. H. Russell,

The Executive Ability of Steve Smith,

The Determination of Arthur Smith,

The Memory of Jack Davis,

The Tact of Charlie Conrad,

The Persistence of Harry Mann,

The Personality of Dan Jones,

The Patience of Bill Quinn,

The Strategy of Jack Smith,

The Silence of John Cullinane,

The Perception of "Gus" Hills,

The Pep of Jimmy Quinlan,

The Smile of John Curran,

The Heart of Bob Morse,

The Bluntness of Jim Geary,

The Imagination of Harry Wentworth,

The Humor of Bill Boyden,

The Methods of Charlie Knaus,

The Knowledge of Warren Sumner,

The Energy of Pat Egan,

The Good Nature of Jack Hale,

The Pleasantness of George Wallace,

The Sportiness of Joe Sheehan,

The Experience of Carl Schaier,

send him down to the employment office. We can give him a job.



The Old Mill, Nantucket, Mass.

Contributed by W. M. Smith

PRO'PONSET PRODUCTS

Paroid Paper

Plus

'Ponset Products

Prove

Perfect.

Phillipsdale

Plus

Paroid

Pay.

Pleased

People

Ponder

'Ponset Paroid

Pro-Slate

Palaces.

G. W. B.

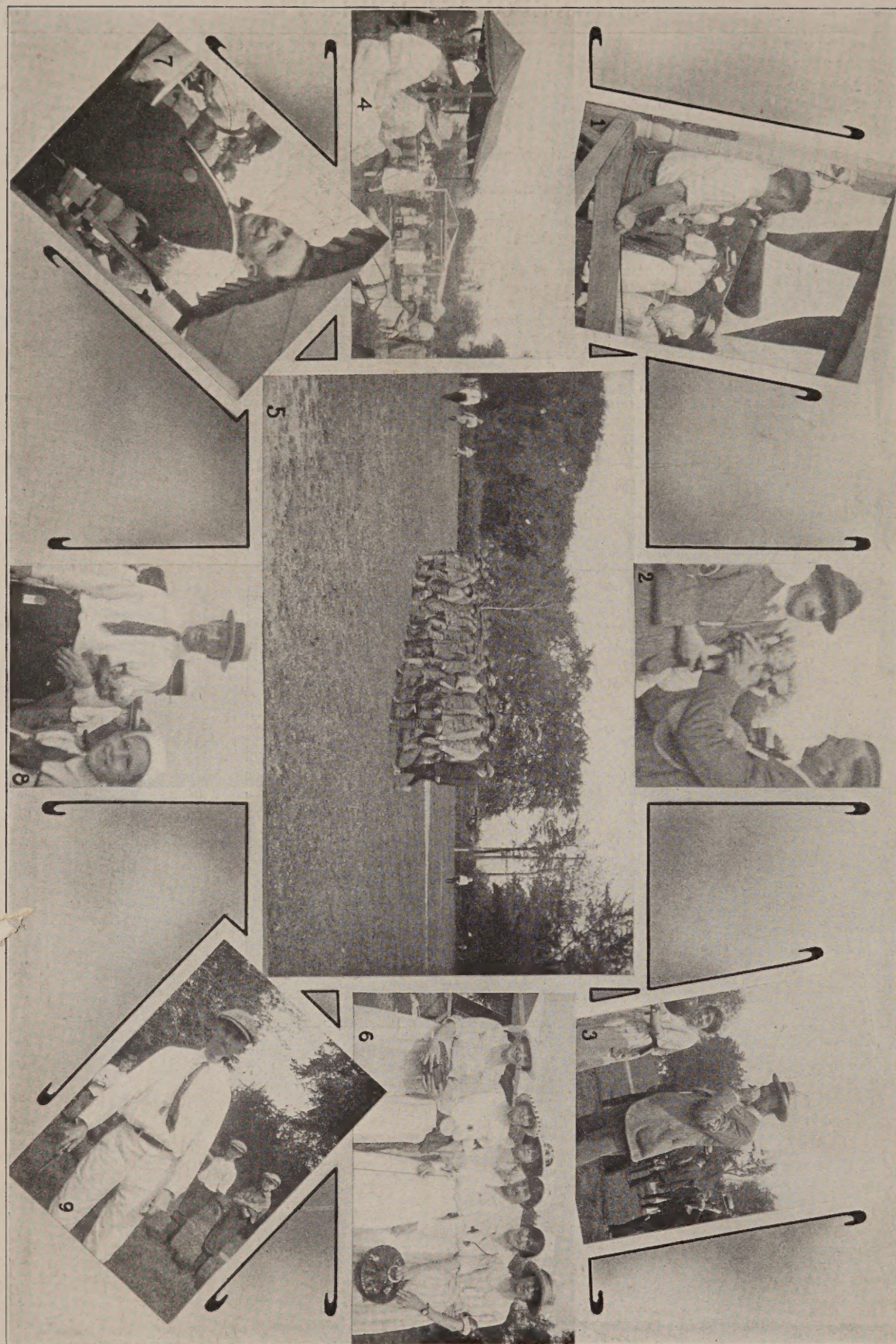
HOUSE WITH NEW TYPE CONSTRUCTION

The Walpole Home Building Co. has recently sold a house lot on Park street, East Walpole, to P. R. Allen and work has already begun on cellar for a house on this lot.

The house to be built will be of a new form of construction, short sections of cord wood and cement being used for the side walls. All who are interested in the economical construction of a home would do well to inspect this new form of building while it is under construction.

Don't swim beyond your depth. Grappling hooks are available, but we'd rather not have to use them.

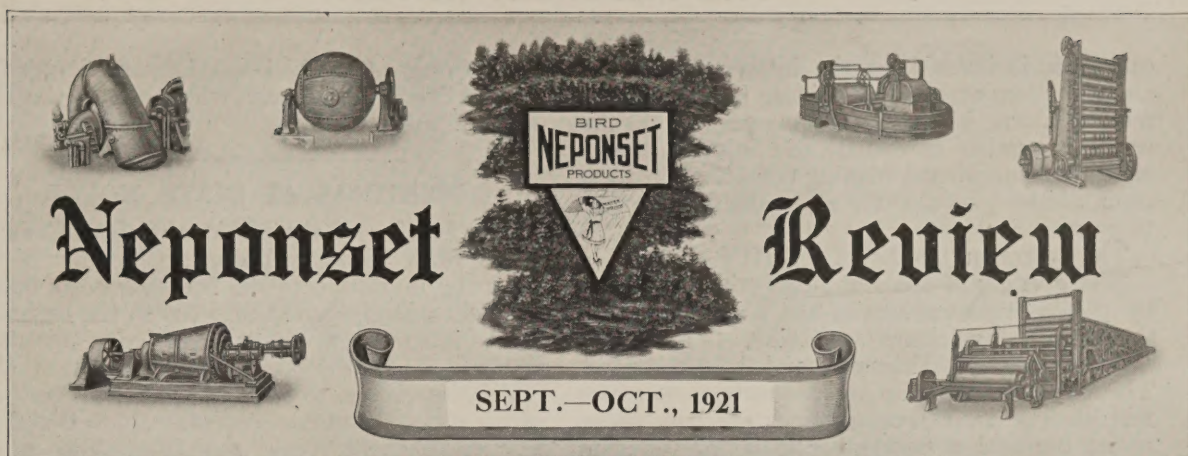
A suggestion in the box may mean money in your pocket. It costs nothing to try, drop a few in. If they're good we'll use them.



SIDELIGHTS OF THE CARNIVAL, JULY 16, 1921

1. "Jim" Maguire announcing the wonders of the Midway. 2. H. H. Miller and W. E. Hale making a Kewpie comfortable. 3. P.H. Bailey registering pleasure. 4. Miss Leavitt and Miss Costello riding the goat. 5. "Eyes Left" Boy Scout Drill. 6. The 'Hermits'. 7. Ben Taylor and his smile. 8. "Monty" and one of his winning. 9. John Dolan, official starter for the races.

Nos. 1, 2, 3, 4, 6, 7, 8, 9 contributed by Welthea M. Smith



VOL. VIII.

NO. IX - X

NEW ENGLAND ALL SET FOR SAFETY WEEK SEPT. 25 to Oct. 1

"Br-r-r-ring. Br-r-r-ring. Br-r-r-ring." Eight hundred thousand telephones in New England ring.

The New England citizen picks up his receiver and hellos into the transmitter.

"Good morning," says "the girl with the smile in her voice" at central.* "This is No Accident Week. Don't get hurt."

on her switchboard on that day and deliver this message.

With personal telephone messages on safety to each individual, with whistles blowing and bells ringing all over New England, the biggest safety drive that has ever been undertaken in the United States will be inaugurated under the auspices of the Massachusetts Safety Council,

NO ACCIDENT WEEK

Sept. 25th---Oct. 1st.



WE ARE MEMBERS OF THE
NATIONAL SAFETY COUNCIL



THE BIRD & SON SAFETY BANNER will be awarded the plant having the best record for lost time accidents during the week.

Don't spoil your department's chances.

BIG NOON SAFETY RALLIES

TUESDAY, SEPT. 27, at 12.30

EAST WALPOLE SQUARE

Speaker: F. H. Rosebush, of Nekoosa-Edwards
Paper Co., Port Edwards, Wis.

NORWOOD PLANTS

Speaker: A. S. Regula, of the Liberty Mutual
Insurance Co., New York

(DON'T FORGET THE TIME—12.30 TUESDAY NOON, BOTH PLACES)

Every person in New England who has a telephone will be reminded in this way of the opening of No Accident Week in connection with the Tenth Annual Safety Congress of the National Safety Council on Monday morning, September 26th. Every telephone operator in New England is to be instructed to call up every number

a division of the National Safety Council. This campaign promises to yield results which will be permanent and far-reaching in the organization of safety throughout the New England states.

No previous safety drive has ever had greater co-operation from influential organizations and individuals. The success of the New England

campaign is insured by the interest which has already been aroused. Besides, in every community alarm is manifested because of the increasing number of deaths and injuries due to automobile accidents, making conditions in these communities just ripe for a successful campaign to prevent accidents.

The slogan is: "DON'T GET HURT."

The opening of the campaign will be marked by public proclamations of the governors of the states of Massachusetts, Maine, Connecticut, New Hampshire, Vermont, and Rhode Island. The mayors of all cities and towns in these states will likewise issue proclamations officially designating the week of September 25 as "No Accident Week" and calling on all citizens to co-operate with the Massachusetts Safety Council.

The co-operation of all state officers, chambers of commerce, the Associated Industries, automobile clubs, women's organizations, Boy Scout organizations, churches and other such bodies in New England, is assured.

Big Publicity Campaign.

A big publicity campaign for safety will be waged for two weeks through the columns of forty leading New England dailies. Special articles on safety will be run in employees' magazines and plant organs of industrial establishments.

Posters and placards will blazon forth the safety message in every city, town and village of New England. Special bulletins have been prepared for store windows, gasoline filling stations, and public garages. Large placards bearing the slogan, "Don't get hurt," will be displayed on trucks and delivery vehicles. Railroad crossings, billboards, danger points on the highways, and the entrance points of all highways leading into New England and into Boston will be placarded with extra large safety posters. Dash posters will be carried on electric street railway and interurban cars. Special cars carrying safety floats and shrill whistles will be operated daily.

Whole-hearted co-operation on the part of local police and the state constabulary has been assured. At a recent meeting, 90 police officials representing practically every town and city in Massachusetts gathered and pledged their assistance in promoting No Accident Week in their respective communities.

Industrial plants throughout New England plan to conduct safety drives among their men simultaneously with No Accident Week. Arrangements have been made for delegates attending the Congress to address 100 meetings in and around Boston.

Noon Safety Meetings will be held simultaneously at the Norwood and East Walpole plants on Tuesday noon, Sept. 27th, at 12:30.

Mr. A. S. Regula, District Chief Engineer of the Liberty Mutual Insurance Co., New York City, will speak at the Norwood Plant, and Mr. F. H. Rosebush, Head of Industrial Relations

Department of the Nekoosa-Edwards Paper Co., Port Edwards, Wisconsin, will speak at the East Walpole rally.

MEETINGS AT STATE HOUSE

The holding of the National Safety Congress at the State House in Boston, September 26-30, upon the invitation of the Massachusetts Safety Council, will give great impetus to the organization of a permanent safety campaign in this state. General E. L. Sweetser, commissioner of labor and industries, is to ask the shops and factories of the state to observe September 25 to October 1 as "No Accident Week" and to establish a new



Old Man of the Mountain.
Contributed by H. C. Jepson.

low-accident record for the period. Transportation companies, schools, churches, and the general public are to cooperate.

The Safety Congress will hold from 13 to 16 sessions daily, occupying the Auditorium and virtually all of the hearing and committee rooms at the State House. The opening session on Monday will be addressed by Governor Channing H. Cox and President Howard Coonley of the Massachusetts Safety Council. The afternoon session will be presided over by Mayor Andrew J. Peters of Boston, and will be addressed by Arthur Woods, former police commissioner of New York, on "Public Safety," and by Dr. John W. Withers, dean of the School of Education, University of New York, on "Safety Instruction in Public and Parochial Schools."



WE ARE MEMBERS OF THE
NATIONAL SAFETY COUNCIL



WHAT WILL WE DO NEXT:

A sleight-of-hand performer was giving a show in a powder factory during the noon-hour at the behest of the company's welfare association. He changed a fifty-cent piece into a dollar bill and

changed the dollar bill into a rabbit.

"That was a good one. Wonder what he'll do next?" murmured an appreciative observer.

The conjuror then took a lighted cigar and announced he would turn it into a bowl of goldfish. But his fingers slipped, the cigar fell to the improvised platform constructed from powder boxes, there was a flash and a roar, and the conjuror disappeared through a hole in the roof.

"Gee," ejaculated the same observer, "that sure was a corker. Wonder what he'll do next?"

What will we do next to increase or decrease our accident record, which for 1921, including August, stands as follows:

	emp.	No. acci.	% acci.
No. 1 Box Shop, FX1	92	7	7.6
Power and Steam, ER	49	4	8.1
No. 2 Box Shop, FX2	77	7	9.
Main Mill, DM, DF, DV	269	30	11.1
Building & Roofing, FB	267	40	14.9
Floor Covering, FF	162	26	17.1
Maintenance, EM	88	22	25.

Summary for August

Average number of employees	1,039
Total hours worked	224,424
Total lost-time accidents	6
Days lost (including previous months) ..	151
Frequency rate (number of lost-time accidents per 1,000,000 hours worked)	24.95
Severity rate (days lost per 1000 hours worked)	.672

HOW TO KEEP WELL

Series by Life Extension Institute

POISONS

The every day processes of the body produce poisons as a by-product. If it were not for the liver, which destroys many poisons, the kidneys, bowels and skin, which expel poisons, we would speedily die.

The Kidneys Must Be Healthy

It is highly important, therefore, as thoroughly and promptly as possible to rid oneself of such poisons as are unavoidably introduced into the body. The chief organs for this purpose are the kidneys, and water is the chief agent of purification. The blood needs a continuous supply of water, and to drink six glasses, especially one on rising in the morning, is a good rule to follow. Headaches, and a feeling of heaviness are often prevented by this means.

The Bowels Must Be Normal

In ejecting poisons from the body, the bowels are next in importance. For this reason constipation is a serious menace, and must not be allowed to go on. If you are suffering from this malady, try these ways of preventing constipation, and if they do not succeed, consult your doctor:

First: Regulate the diet to include an abundance of fruit and green vegetables and whole cereals, and a limited supply of meats and pastries.

Second: Exercise, and take out door recreation, if only one hour's brisk walk, to make firm the abdominal muscles. Stand erect. The slouching attitude may actually be the cause of ill health. Breathing exercises and exercises taken on the back, raising the legs and head, strengthen the abdominal muscles.

Third: If constipation continues, you may be helped by such non-laxative aids as pure mineral oil, one tablespoonful taken at night; or Agar-Agar, the Japanese sea weed, stirred in with the breakfast cereal, which gives bulk and holds moisture in the intestines. Bran is also good if it proves to be non-irritating. It is best eaten as bran bread and bran biscuit.

BIRD CLUB ANNUAL MEETING

First Year's Operation Shows Excellent Conditions

The second annual meeting of the Bird Club was held at the Club House on Friday, September 9th at 8 p. m.

Although there were not as many members on hand as expected, it was a very representative gathering of all departments of the plants and offices.

The Secretary reported that at present there were 310 members.

The most interesting part of the meeting was the reading of the Treasurer's report, which showed that the Club was operating on a paying



Bird Club House from the Garden

Contributed by J. B. Maguire

basis and showed a substantial profit in the first nine months of operation.

In the absence of D. A. Chase, Treasurer, the Secretary read the following memorandum and statements showing the financial condition of the Club at the end of the fiscal year, Aug. 31, 1921:

Herewith is a balance sheet and nine months' profit and loss statement as of September 1st.

You will note the cash on hand, \$1,046, is practically clear, as the amount we owe is about offset by the amount due.

The nine months' period shows a loss of \$225. This is after setting up all reserves for taxes and insurance for this period. This loss, however, does not take into account the profit from the Carnival, which was approximately \$925.

The Club has been steadily gaining on the loss during the summer months, and as they will not have to incur very heavy expenses for coal and entertainment (which are the heaviest expenses of the Club maintenance) in September and October, they should more than wipe out the loss aside from the Carnival gain by December 1st, the end of the first year's operations. To substantiate this you will note that August shows an excess of revenue over expenses of \$122.

Respectfully submitted,

D. A. CHASE, Treasurer.

ASSETS AUGUST 31, 1921

Current Assets			
Cash	\$ 946.14		
Petty Cash	100.00		
Accts. Receivable	1,381.66	\$2,427.80	
Inventories			
Food and Supplies	\$ 144.10		
Fuel	147.00	\$ 291.10	
Fixed Assets			
Assembly Hall and Gym.	\$ 195.83		
House Furniture	6,006.67		
Grounds	20.00	\$6,222.50	
Deferred Charges			
Prepaid Insurance	\$ 14.75		
Total Assets		\$8,956.15	

LIABILITIES AUGUST 31, 1911

Bird & Son Donation for Furniture	\$6,500.00		
Accounts Payable	1,305.44		
Dues Prepaid	46.00		
Duplicate Contribution Prepaid	46.00		
Board Prepaid	87.96		
Room Rent Prepaid	29.00		
Reserve for Taxes	243.00		
Profit	*698.75		
Total Liabilities		\$8,956.15	
*Note: Profit from Carnival	\$924.47		
Operating Loss, 9 Mos.	225.72		
Net Gain	\$698.75		

The Accounts Receivable item is due largely to duplicate contributions to be paid by Bird & Son, and accounts will be cleared at end of year.

PROFIT AND LOSS

Fiscal Year Ending August 31, 1921
9 MONTHS

Receipts for Dues		\$1,350.00	
Receipts from Bird & Son, Inc.,			
Duplication of Dues		1,350.00	
Gain on Carnival		924.47	
Board Account			
Receipts for Board	\$6,886.77		
Less: Cost of Food and Sup.			
Used	\$4,542.29		
Cost of Service	1,532.07		
Misc. Sup. for Kitchen	140.47	6,214.83	671.94
			\$4,296.41
House Maintenance			
Receipts for Rooms	\$1,588.30		
Less: Cost of Fuel			
Used	\$ 705.12		
Cost of Service	1,269.48		
Rent of House	814.50		
Insurance	177.95		
Taxes	686.34		
Laundry	4.90		
Misc. Expen.	917.65	4,575.94	2,987.64
			\$1,308.77
Cost of Entertainment	\$ 561.53		
Misc. Expenses	74.65		
Misc. Losses	3.45		639.63
			\$ 669.14
Miscellaneous Income			29.61
Net Gain on Operation of Club for 9 Months		\$ 698.75	

The Council reported that the Auditing Committee, consisting of A. H. Anderson, E. H. Bart-

lett and W. E. Sumner, had made a complete audit of all accounts and found them correct.

Election of Officers

The following members were elected to office as follows:

Directors for three years—C. W. Conrad, R. G. LaFountain, H. C. Jepson, F. B. Duncan and S. H. Kay.

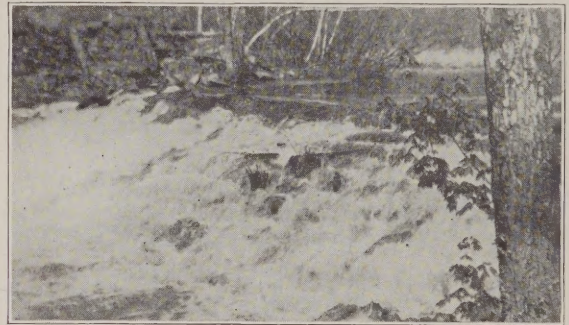
Director for one year (to fill vacancy)—J. F. Maguire, Jr.

Treasurer—D. A. Chase.

Secretary—B. D. Rogers.

Entertainment for the coming season was then taken up under new business and many constructive suggestions were given for the benefit of the entertainment. It was the majority opinion of the meeting not to hold as many entertainments this winter as we did last, and to hold more of them in Bird Hall, to enable the members to bring their family and friends.

Following the meeting the Entertainment Committee served refreshments.



The Neponset at Head of Bird Pond, East Walpole

Contributed by Robert Driscoll

MASSACHUSETTS UNIVERSITY EXTENSION COURSES

Many a man in the prime of life feels that he has chosen the wrong occupation or that he does not excel in his present one, partly through lack of training at the outset.

As a remedy for this, and to help those who will help themselves, Massachusetts, among other states, has determined that its citizens shall have a life-long opportunity to continue their education free and without interfering with their earning capacity in the meantime.

The University Extension has proved one of the most effective means of giving such instruction and offers a wide variety of courses. The increase in membership within five years from 2,300 to over 28,000 shows how much it is appreciated and has done for the advancement of our citizens. Several within our organization have covered one course, others two or three. There must be many more among us who would like to share this privilege. A prospectus will be found in the library and any information required will be gladly obtained.



Suggestion Column

Here's Some Money

Why not try to get your share of the money that is being paid every month for suggestions made by employees. Here are the names of people who were paid real money for ideas last month.

Improvement to Shingle Bundle Machine
Holmes Van Buskirk, FBM
Platform in Undercoat Room at FF

Charles Savage, FFG
Use Roller Composition as Glue for Pads

Arsene Marchand, FXP
Small Window at FB Office

William H. Taylor, FBS
Improvement on Shingle Tying Machine, FB

William Churchill, FBM
Install Brake on FBM7 Winder

John Mattson, FBM
Install Slide at Feed Roll in FBPM7
Surfacing Section

John Mattson, FBM
Install Guard Rail on Platform in FFM

Lyman W. Small, FFX

If you can think of some new device, some new way of doing things that you think will save time and money, Bird & Son is looking for just that sort of thing, and will pay you for your idea.

Suggestion blanks may be found near each suggestion box. Write out your ideas on these blanks and put them in one of the suggestion boxes.

HOSPITAL NOTES

Miss Margaret R. Leavitt has been appointed head nurse at the Emergency Hospital in place of Miss Ebbs who resigned to be married.

Miss Edith Haslam, a graduate of the Emerson Hospital, Boston, has been appointed assistant nurse. Miss Haslam was overseas for a year with the Red Cross in the Palestine Unit, and, since her return, has been engaged in public health work with the Red Cross. She has also had experience in school nursing, and for several seasons was camp nurse at Denmark, Maine.

CARD OF THANKS

I want to thank everyone who contributed to the beautiful presents which I received when I left and to express my appreciation of the many good wishes which were extended to me.

Helen J. Ebbs.

Library



While warm weather holds, few of us are inclined to read books which require much thought, but choose fiction, books of travel and adventure or short essays, none of which require any great amount of concentration. We can better spare the time now for such recreational pastime, than a little later when we should devote our reading time to books which are really worth while.

Among the books we are circulating for summer reading are: Bruce Barton's "Good Old World," a collection of little essays full of human interest—one of them, "Learning to Do Without," a habit many of us would be glad to acquire in this financial stress—a second, "Unhappy Husbands and Wives," touching upon the question of the wife's right to a fixed income from her husband's salary. Another little book of short essays, "At Random," by Caroline Creevey, who chooses among her subjects "Habits of Some Famous Writers," "The Hermit of Walden," "Growing Old." Henry Van Dyke's new book of "Essays, Camp Fires and Guide Posts," with a tribute to Hamilton Mabie, John Bigelow, Doctor Osler and William Dean Howells, is delightful reading. Also "Plantation Game Trails," by Archibald Rutledge; his account of life in the wild woods of the South. In adventure, Villier's "Five Decades" covers the period from 1870 through our World War; his exciting experiences as a war artist and correspondent.

Those who visited the Plymouth pageant will be especially interested in our Pilgrim books: "In the Days of the Pilgrim Fathers," Crawford; "Plymouth and the Pilgrims," Lord; "Pilgrim Fathers of New England," Brown; "The Argonauts of Faith," Matthews.

Some Late Novels

"Brimming Cup," Canfield; "Galusha the Magnificent," Lincoln; "House of the Falcon," Lamb; "Poor Man's Rock," Sinclair; "Golden Parrott," Fenger; "Old Man's



The Farm Yard, West Chesterfield, N. H.

Contributed by R. L. Tupper

Youth," De Morgan; "Rose Dawn," White; "Girl in Fancy Dress," Buckrose; "Blind," Poole; "On Secret Service," Taft; "It Pays to Smile," Putnam; "Agatha's Aunt," Smith; "Shield of Silence," Comstock; "Our Peter," Woden.

The Technical Association of Pulp and Paper Makers has in preparation a series of text books on the manufacture of pulp and paper. We have subscribed for the course for our library. The first two volumes are ready for circulation. Volume one includes a short treatise on mathematics, the reading of drawings, a few chapters on physics. Volume two treats of mechanics, hydraulics, electricity and chemistry. Volume three will cover production properties and treatment of pulp and analysis and testing of raw material.



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Editor and Publisher, B. D. ROGERS

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Library	A. S. BLANEY
Suggestions	M. E. KALER
Norwood Plants	W. W. WILSON
Main Office	A. M. BROWN
Pont Rouge	E. A. DESLISLE
Hamilton	W. R. McNEIL
Phillipsdale	T. G. HENDERSON
Main Mill	S. W. SMITH
Chicago	L. L. WILLIAMS
Athletics	A. W. SMITH
Health	M. R. LEAVITT
Printer	Business Manager
F. R. MEYER	A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

THIS IS WHAT SAFETY WORK— “BEING CAREFUL” MEANS

“And the end is that the workman shall live to enjoy the fruits of his labor; that his mother shall have the comfort of his arm in her age; that his wife shall not be untimely a widow; that his children shall have a father; and that cripples and helpless wrecks who were once strong men shall not longer be a by-product of industry.”

VACATION

We're back, at least most of us are, and some of us are enthusiastic about our work and ready to make the old job hum, and some worn out from strenuous efforts to have a good time and looking on the daily task as a daily grind.

The trouble with the folks who are suffering from the after-vacation fag is that they crowd all their recreation, all their joy of living into two small weeks. The folks who have the pep-giving vacations are the ones who bring the holiday spirit back with them.

For many this vacation business is a mighty silly affair. We're not objecting to refreshment and recreation. But why shouldn't we recreate all the year around instead of for a miserable two weeks? Why shouldn't we refresh ourselves all the time? We could if we'd only decide to. Do you really work much less on a vacation than you do at your regular job? No, you usually work more. Do you live more comfortably? Far from it. Do you eat more and better things? No—less and worse.

Getting away, seeing new places, meeting new people, in short, having a change, is one of the big reasons that a vacation helps renew vigor, because there are none of us who do not become weary at times of familiar things. Change is only half the story. Attitude of mind is the other half. When we put on our holiday clothes and pack our bags, we set out determined to have a glorious two weeks, and we do. But why confine that spirit of adventuring to two weeks of the year? Why not greet each new day as an opportunity for enjoying life to its full? There is much that is beautiful right here in and around Walpole and Norwood.

Also there is every opportunity to enjoy the many sports and games all through the year.

Let's look around and get all the fun out of every day in the year.

THE PLEASURE OF KICKING

One of the things that shocks the man from the city when he comes to a small town is the enormous amount of gossip that circulates. At every corner he finds men panning out those who do things, their bosses, the town officials; any public-spirited citizens and in fact every one who dares to push his head above the level of his mates.

These men are all good fellows, but they never filled their lives full enough of activities to keep their minds occupied, so they must resort to the pleasure of talking themselves into a frenzy of wrath by knocking others.

Have you ever stopped to think how much harm this innocent knocking does?—how it prejudices newcomers against the very men whose energy and hard labor have built up the mills and the town? With all the drives we have had—Safety drives, Red Cross drives, etc., let's all start a drive against this pernicious tearing down of others.

Start boosting. Stop and compare the men you knock with others elsewhere. Look at the way in which things get done around here. Without any doubt a group of Bird men will get a thing done while the other fellow is thinking about starting. Look at the famous snow-shovelling campaign led by Bird & Son, under the direction of Mr. Allen. Look at the way the executives are pushing every energy to keep these mills going so as to give us work. I tell you, we are losing a lot of joy by nursing a grudge or a grouch.

It is a woman's privilege to have a good time by indulging in a good cry. She seems to enjoy it. But she hurts only herself. Now let a man have a good time knocking his fellow-citizens, and he hurts both himself and those he knocks.

Go further, let someone start a new thing. Why take pleasure in putting obstacles in the way of its success just so you can show the fellow up as a dub? Dig in and help him make a success and then take your pleasure in exulting over what *we did*.

WASHINGTON STREET, EAST WALPOLE

"Passable but Unsafe"

Everyone who travels on this road by auto, team or electric car has been wondering how long it will be before some repairs or new construction will be started on it.

During the last few weeks there have been some interesting letters by F. V. Bell in the Walpole Times on the situation. Some time ago there was a protest from many East Walpole residents sent to the Selectmen, relative to the delay in the rebuilding of the street.

The Review certainly hopes that the Selectmen of the town will realize the frightful condition of the road and that some action will be taken immediately to restore that part of Washington street between the Norwood line and Short street to a passable thoroughfare.

WALPOLE HOME BUILDING CO. NOTES

John Fitzgerald, an inspector at the Building and Roofing Plant, who has lived for several years in the house located at 63 Union St., E. Walpole, has recently purchased the house from the Walpole Home Building Co., Inc. He will continue to occupy the house as a home and will make some improvements in the property.

The Walpole Home Building Co., Inc., are planning to start work about October first on finishing a street which has been partly graded from Pleasant Street through to Washington Street. After this street is completed it will open up a very short route for people living on Pleasant Street to reach Washington Street. As soon as this new street is properly graded, it is hoped that the Town will accept it as a public way. Then several good building lots will be ready for building purposes whenever a boom in that line starts.

David Doyle, who has worked for several years in the blacksmith shop of Bird & Son, Inc., has recently purchased from the Walpole Home Building Co., Inc., the house which he occupies at 22 Rock Hill Street, Norwood. This house is one of 20 houses in the vicinity of Rock Hill which were built and owned for several years by the late Dr. L. H. Plimpton of Norwood, and which were purchased by the Walpole Home Building Co. a short while ago.

Mr. C. S. Bird has recently sold to the Walpole Home Building Co., Inc., his interest in the moving picture business carried on in East Walpole and also in the Tiot Lunch and Samoset House. These enterprises will be conducted by the new ownership along similar lines as in the past, primarily for the benefit of the people of this vicinity.

The Walpole Home Building Co., Inc., have for sale on Rhoades Ave. in East Walpole a modern house of six rooms with all conveniences which has not been built but a few years. Anyone who wants to buy a home should call at the office of the Walpole Home Building Co., Inc., and look at this house.

MRS. ALLEN H. RUSSELL PASSES AWAY

Everyone was saddened to learn of the death of Mrs. Bessie F. Russell which occurred at her home on Monday September 12, after an illness of only a few days.

Our deepest sympathy is extended to Mr. Russell, our Purchasing Agent and the two daughters, Priscilla and Phyllis.

BIRD CLUB NOTES

The Bird Club had a very good exhibition of vegetables, including squash, tomatoes, potatoes and cucumbers, at the Norfolk County Agricultural Fair. They captured first prize on cucumbers, but the other contestant is reported to have been very much dissatisfied with the decision. Mr. Donovan, who has had charge of the garden, is to be congratulated on the excellent showing.

MOVIES

The moving pictures started again in Bird Hall on Wednesday, September 7th, after 11 weeks' vacation. The price of admission has been reduced for the evening shows from 17c to 15c and the charge for the Saturday afternoon matinee has been made 10c for adults and 5c for children under 12 years.

Although the cost for rental on films and other charges have not been reduced, this reduction in the admission is made in anticipation of a larger attendance at the smaller price. This reduced price will continue for a few weeks to try out the attendance and ascertain if more people come at the lower price of admission.

The following program has been arranged from September 17th to November 1st:

Saturday, September 17,

Ethel Clayton in "City Sparrow."

Wednesday, September 21,

Charles Ray in "The Village Sleuth."

Saturday, September 24,

William Desmond in "A Broadway Cowboy."

Wednesday, September 28,

Jack Holt in "Held by the Enemy."

Saturday, October 1,

Douglas Fairbanks in "When the Clouds Roll By."

Wednesday, October 5,

Elsie Furguson in "Lady Rose's Daughter."

Saturday, October 8,

Herbert Rawlinson in "Passers By."

Wednesday, October 12,

Thomas Meighan in "Civilian Clothes."

Saturday, October 15,

Bebe Daniels in "Ducks and Drakes."

Wednesday, October 19,

Special, "Something to Think About."

Wednesday, October 26,

Alice Brady in "Out of the Chorus."

Saturday, October 29,

Wallace Reid in "What's Your Hurry?"

In addition to the above feature pictures a Pathe News will be shown every Saturday and also comedies, travelogues, and other short subjects will be given at each performance.

HABIT

The best habit you can acquire is the weekly saving habit.

It is the first rung on the ladder of success.

It banishes fear of the future.

It makes one independent.

No better opportunity to save is offered than by your own bank, the Neponset Credit Union.

Start an account today and put your money to work.

At the end of August there were 354 members, 166 of whom deposit regularly in the savings department, and 96 of whom are taking advantage of the borrowing privilege.

Fill out the blank below and send to the Labor Bureau.

To the Treasurer, Neponset Credit Union, Labor Bureau:

Please deduct from my pay.....
each Month.....

Week.....

And deposit to my account in the Neponset Credit Union.

Signed.....

Notes from the Plants and Offices

MAIN PLANT

A short while ago, under the guidance of Bill Boyden and Jimmie Smith, Pat Egan went blueberrying for the first time in his career. The berries were not very thick and Bill and Jim were striding ahead on the lookout for a good spot. Pat, bringing up the rear, suddenly spied a heavily laden bush. Like most mortals, Pat's first impulse was to take care of himself first, so he picked busily until his pail was nearly full, when his better nature triumphed, and he called to the others to come and share his good fortune. They hurried back to the smiling Pat, who, proudly and a bit patronizingly, displayed the harvest he had gathered from the bush his two guides had passed by. They eagerly looked at the contents of his pail and then looked at Pat to see if the sun had affected him. Pat had about two quarts of "dog berries."

Whitman Rouillard has left to enter the freshman class at Tufts where he has registered for the course in chemical engineering.

Bill O'Donnell, formerly clerk with Bob Morse, has started work in the Stores Department.

His many friends will be glad to learn that Leo Folan, who was obliged to give up his work a short time ago because of ill health, has been steadily gaining during the past few weeks.

Tom Lavin lost his policeman's billy at the Walpole-Norwood ball game on the East Walpole grounds Saturday, September 3d, and its loss is a source of grave concern to Tom.

Bob Morse received word that Jim Kivlin, who took an automobile trip through Maine during his vacation, had gotten into difficulties with the New Hampshire authorities because of his ignorance of the traffic laws and needed fifty dollars to pay the fine imposed. Bob had several bad half hours worrying as to how he was going to get the fifty to Jim.

Jim Kivlin greatly misses the big tree which grew outside his office window. While Jim was getting acquainted with Maine roads the tree was cut down.

Bill White is the proud father of a small son, William, Jr.



WHO'S WHO

The gentleman of the Napoleonic pose is Frank Whitehead who has been with us since 1908, and who has directed the East Walpole Plant Electrical Department as Chief Electrician since 1912.

We understand this picture was taken just as he was about to enter a tournament quoiting match.

Mr. Butler of the Gifford-Wood Company, who has been superintending the installation of the new conveyor system in the boiler room, made many friends here who enjoyed his stay with us.

Steve Riordan, who has been acting as Mill Office messenger boy, has returned to his studies in the Walpole High School.

It is good to see Bill Score's smile again. He has been receiving congratulations on his splendid recovery from his recent serious illness.

John Burke has been substituting for the Main Mill foremen while they are off on vacations. At present he is located in the Stock Handling Department.



WHO'S WHO

Fred Duncan, our popular master mechanic, on his day of rest. We are glad to have this picture of him "at ease" because when Fred is on the job, he is about the least stationary man in the mill. He has been taking care of Main Mill Maintenance since 1911.

The girls of the Chrysanthemum Club are planning an active program for the coming winter. Anna Roundy, of the Main Office, who is president of the Norwood Girls' Club, gave an informal talk at the September 12th meeting when she outlined briefly the tentative program of the Norwood club for the coming season and extended a cordial invitation to the members of the Chrysanthemum Club to join.

The door leading in to No. 1 Sorting Room has been enlarged and remodelled, enabling us to bring stock into the room much faster and more conveniently.

Our friend and truck driver, Emil Sigmund, was going from Walpole to Norwood one day last week, and looking ahead as he always does, he discovered a very good-looking auto tire in the middle of the road. Sig applied the brakes and made a quick stop. He stooped down to pick up the tire, but was astounded to see it retreat rapidly to the side of the road. Sig's getaway was quicker than his stop.

CARD OF THANKS

I take this opportunity to thank all those who contributed towards the beautiful Chest of Silver given me at the time of my marriage.

Frank Welch.

BUGS

Employees of No. 1 Box Shop wish to inquire which department of the mill boasts of the largest cockroach. We have several here that, from appearance, speed and strength, have all the ear marks of champions. Only yesterday, one old "He one," Victor by name, took charge of the porter crew and was seen pushing an industrial truck about the floor for exercise before the

seven o'clock whistle blew so he would be ready for work. Another, which we call Clarice, has been caught red-handed several times getting into the girls' overalls in order to make a hit with the fellows coming in for work. And what a wild one she is at night! Oh, Boy!

Some of these critters seem to be of an athletic type, so sprints are arranged for their amusement. Instead of using a gun, a stamp of the foot is used, it being cheaper and fully as effective. Some of their records for the dash are equally as good as Bob Dunbar's.

After the Band Concerts are ended, we hope to have a meet, and are looking forward to a large entry list. Feed 'em well and treat 'em rough until that time.

Caretaker.



WHO'S WHO

No prize is offered for guessing the name of the man wielding the brush. Everybody knows Jesse Gay, who has been helping keep the mill neat and trim since 1901. Carl Osterland, Jesses' first assistant has been a familiar figure around the plant since 1911.

MURMURINGS OF THE MILL OFFICE

It was at an inter-department game, the SCORE was even, and the weak side had a MANN on third, with none out. The opposing pitcher had control, GOOD-SPEED and everything. He was about to pitch to the batter, when over the HILLS came Frank with a FISH-ER two he had caught. He had just returned from his vacation in the BURKE-SCHAIRS, where he had been fishing with the village SMITH. Frank caught the most fish, which fact gave the smith a PAINE. One of the stenogs started to read a FOLEY about WY-MAN wants so little here below, which broke up the party.

H. L. B.

NORWOOD PLANTS

Not to be outdone by the Floor Covering Plant, the Building & Roofing Plant boasts an office cat of its own. It answers to the name of Claude.

Harold Boutelle, who has been working in the Paint and Cement Department for the past few months, has returned to Worcester Polytech. where he will do graduate work in chemistry.

Bill McDonald, erstwhile elevator man in the Shipping Department, has entered Berkley Preparatory School, and hopes to be ready to pass the Harvard entrance examinations next fall. He has the good wishes of all his FB friends for success.

Frank Maguire vacationed at Nantasket and other points on the South Shore.

The Rev. Mr. Keady and his son David were recent visitors at the mill, and were shown through the different departments of FF by Mr. Rouillard.

Rumor hath it that Francis Sheehan, our enterprising messenger boy, continued his activities as a candy and chewing gum merchant during his stay at Hampton Beach.

Alice Darville, of the Main Office, is substituting for

John Goodwin during the latter's vacation.

Harold Miller is receiving congratulations on the recent arrival of a daughter, Aileen Doris.

The surprise of the season was the smile on Bill Patterson's face when he announced that we could call him Father Patterson. Mother, child and Bill are doing fine.

Rouillard did Portland for a week's vacation.

W. J. Score got the glad hand on his return from down East.

Ed. Pope thinks Montreal and vicinity a fine country, but that home and the shipping gang cannot be beat.

Jesse Ghen is out of the Norwood Hospital and rusticated in Westwood, and slowly recovering from a severely lacerated left hand with which he stopped the new undercoat machine.

Pluck, optimism, grit and a fine sense of humor, combined with a physical vigor above the ordinary, are helping Bernard Bailey, FFQ, through to recovery from severe oil burns received in June.

Look Who's Here

George Smith, PBN, is manager for a wrestler down at FB who weighs about 170 lb., who is ready to challenge any man in the mill.

OFFICE NOTES

We are glad to welcome Nellie Costello to the Sales Department, which she recently joined as secretary to W. E. Hale.

Maude Cushman has been busy during the past week acknowledging the good wishes which she has been receiving since the announcement of her engagement.

On the advice of counsel, Bill Hale refuses to divulge any particulars about his sojourn at Oak Bluffs. We gathered, however, that he is now a golf enthusiast. Maybe the wild waves are telling his best score to date. If they are, they are alone in the telling. Bill is keeping that dark, too.

Dimon E. Merrill has joined the ranks of the Dodge boosters.

Harold Whitney has been acting as manager of the baseball league during Al Smith's vacation.

WHO'S WHO

And why John H. Maguire is considered some black-berry picker. John says this is the result of two hours work.



The friends of Howard Parker were glad to learn that he was absolved from any blame in connection with the death of Florence Leclair, who was fatally injured when she was struck by an automobile which Parker was operating.

Parker's machine was overturned when he attempted to dodge a truck, and three children were pinned under it. Judge Estes found Parker was in such a position that he could not see the children, who were playing in the street.

OVERHEARD IN THE MAIN OFFICE

Janitor: You don't need a waste basket, do you?

Anderson: Why—er—er—

Janitor: Nope, floor's big enough for you, ain't it?

Several showers not found in the Weather Bureau's record took place at the Main Office last month. On August 18th, Eva Jonah, popular clerk in the files, who had been induced to take a late lunch hour, was called into the girls' rest room, where she was nearly overcome by surprise to find her office associates gathered around the center table which was covered with many beautiful and useful gifts for her new home. Miss Jonah soon recovered from her surprise and graciously acknowledged the expressions of good will which were extended to her.

Mary Metcalf, Margaret Daley and Alice Darville have joined the Stenographic Department during the last month.

Lewis McLean, who is a newcomer in the Cost Accounting Department, is temporarily at FB office, substituting for Bassett, who is away for a few weeks.

Roy C. Springer has also come to the Cost Accounting Department recently. Mr. Springer was formerly connected with the Cumberland Lumber Company of Portland.

Lillian Roche, formerly a member of the Manufacturing Office force, has rejoined us to take charge of the Comptometer Department, and has been renewing old acquaintances and making new ones.

The booth of Neponset products at the Norfolk County Agricultural Fair received many favorable comments.

The Triangle Building is resplendent in a new coat of paint and a shingle design roof.

F. J. Shannon of the Floor Covering Sales Department has just returned from an extended trip through the South and West. He visited Omaha, Kansas City, Denver, St. Louis, Memphis, Little Rock, New Orleans, Birmingham, Atlanta, Chattanooga, Knoxville, and Baltimore, and succeeded in opening several new accounts. He is now planning a return trip when he will stage demonstration sales in the different cities.

The ranks of the Hermits grow steadily. Sue Calkin, assistant to A. H. Anderson, and Edith Haslam, assistant nurse, are the latest recruits.

that I have had such kind, courteous treatment from you all.

I have always loved my business home from the first; and do more than ever now.

I would be very happy to know that many years more of just such pleasant work and happy associations are before me.

Thank you all very much.

Sincerely yours,
Hattie E. Willis.

VACATIONS

Where They Went

Helen Johnson, Nova Scotia.
Helena Dolan, Hampton Beach.
Mary Cronan, Onset.
Helena White, Magnolia.
Grace Mahoney, Nova Scotia.



Sailboat in Hull's Gut near Pemberton

Contributed by J. B. Maguire

Ernest Coleman, Canada.
Bessie Hubbard, Wilson, Ct.
D. E. Merrill, Provincetown.
Mary Sline, Down on the Cape.
Nena Holmberg, Vermont.
Welthie M. Smith, Poughkeepsie.
James B. Maguire, Rochester, N. Y.
Andy Urquhart, Automobile trip.
Jack Smith, Automobile trip.
Dennis Cullinane, Springfield.
Emil Siegmund, New York.
Jim Kivlin, Auto trip through Maine.
Ethel Hartshorn, New York - Emma King, New York.
Ed. Murphy, Oak Bluffs - W. E. Hale, Oak Bluffs.
George Smith, Rockland, Maine.
Clyde Bassett and John Brown, Bradford, N. H.
George Woods, Fishing off Peddocks Island.
Silas Penniman, Maine.
Bill Mannimon, Niagara Falls.
Harry Tower, Auto trip through Vermont and back via Mohawk Trail.
E. M. Lines, Newark, N. J.
W. B. Rogers, Lake Champlain.
H. W. Dixon, Oak Bluffs.
Al. Smith, Onset. - C. Harvey Stull, Onset.
Louis Tarr, Manchester, N. H.
Elsie Nelson, Montreal.
Axel H. Anderson, Onset.
Florence Duncan, Onset - Mrs. Annie F. Brown, Onset.
Bill Freeman, Wells Beach, Maine.
Harry Wentworth, Automobile trip to New York, Niagara, Thousand Islands, Montreal, Quebec, and home through Maine.

Harry Mann, Onset - S. W. Smith, Onset.
Warren Sumner, Hyannis.
Alice Paine, Portland, Maine.
Stanley and Nellie R. Haste, Onset.
Nora and Ellen O'Malley, Salisbury Beach.
Arthur Smith, Maine.
Winifred Rhind, Chatham.



Hattie E. Willis and Some of Her Anniversary Flowers

COMPLETES TWENTY FIVE YEARS OF SERVICE

Miss Hattie E. Willis, who completed twenty five years of service in August, found her desk covered with flowers and a note of congratulation from the oldest employees on the morning of her anniversary. Miss Willis' cheerful disposition and loyalty make her an especially enjoyable office associate, and we hope that she will be with us for many years to come.

August 21, 1921.

To the oldest employees,

Dear Friends:

You surely did give me a surprise, when I found my desk covered with such wonderful flowers. It made me very happy and I want to thank each one of you for your part.

Twenty-five years is a long time, but you don't know how short it has seemed to me. The secret of it all is

Chicago News

What's Happening in Chicago

Though the Chicago Plant is a comparatively new part of the productive machinery of Bird and Son, Inc., it likes to feel that it has become an essential part of the company.

It is true, it lacks much in the way of tradition that the older plants enjoy. It is this lack that should be corrected. An excellent way to do it is by the use of the Neponset Review. It can be made the visiting place for Bird and Son, Inc., not for Chicago alone, not for Hamilton alone, not for East Walpole alone, but for all of them.

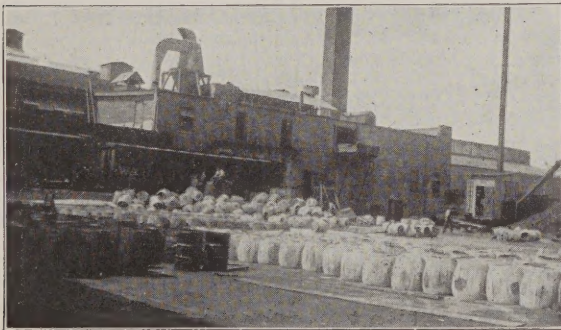
Chicago Plant intends to call regularly each issue and expects to absorb much of the traditions of the eastern plants. But, as a warning, it also expects to put over some of its western ideas and to give as much as it takes.

To demonstrate how receptive Chicago really is, the following good advice was collected by Superintendent Frank Chair on his recent visit to East Walpole. It was gleaned in his conversations with various men in the eastern plant, and reflects the proper spirit in any organization:

"DON'T GET SORE AT THE BOSS"

"It's human nature to feel sore when you are told disagreeable things about yourselves, but it's not human sense to keep up that soreness. If you have a boss who tells you straight from the shoulder, don't discourage him by quitting or holding a sorrowful grouch. The way to stop his hard knocks is to stop the cause. He is trying to get you in line. If you hadn't the stuff in you to get in line, ten to one he wouldn't waste his nervous force.

"A lot of us are never really tried out until we start working under the leadership of a real business man. Then our second schooling begins. To flare up and dis-



Waiting to be made into Bird Roofing.

play a rebellious spirit is silly. The man is putting you right and the thing for you to do is to see his point and act accordingly.

"Get a line on him, so to speak, the same as you do with a good customer. Make your ideas work in harmony with his. Perhaps there are not two worth-while employers in business today who act and think alike, or whose methods are alike. By conforming to such ideas in a general way you get his good will and his confidence.

"This does not mean that you should be without initiative or that you should have no ideas of your own. It means rather, that you should avoid antagonism and cultivate a full sympathy with the man who is endeavoring to make a success of his business."

OFFICE AND PLANT NOTES

The Chicago plant enjoyed a pleasant visit during a few days in August from W. W. Wilson of East Walpole. While here Mr. Wilson visited a number of the roofing plants in Chicago territory. On his return to East Walpole he was accompanied by Superintendent Frank Chiar of Chicago Plant.

W. J. O'Connell, formerly traffic manager for two and one-half years, has entered Floor Covering sales department with the territory of Wisconsin. F. P. Smith is taking Mr. O'Connell's place as traffic manager.

Production foreman John Matcha was Acting Superintendent during the absence of Mr. Chiar.

H. A. Brandau, formerly our efficient shipping clerk, has been transferred to the planning department of which he will have charge. He has been replaced as shipping clerk by A. J. Bohnenberger who has had previous shipping clerk experience.



Corner in Machine Shop, Chicago Plant

M. McGinty is assisting Mr. Overholt in the purchasing department. Mr. McGinty was formerly inspector in the laboratory department.

Among the numerous victims of hay fever, which has been prevalent in our locality, are D. H. Moore, Eastern Sales Correspondent, and W. F. Stafford, Cashier.

An active Safety Committee is being organized in the plant and will meet regularly for the discussion of our activities along this line.

G. N. Kelly of Pro-Slate Department will have charge of the advertising department for the next few months.

It is expected that the tool room system recently installed will avoid to a large extent the losses arising from misplaced and broken tools.

Miss O'Hara, who spent her vacation in Sheboygan, Wis., returned after Labor Day.

We have recently added three new girls to our office force. They are Miss Kelly, switchboard, Miss Anderson, dictaphone, and Miss Johnson, statistical.

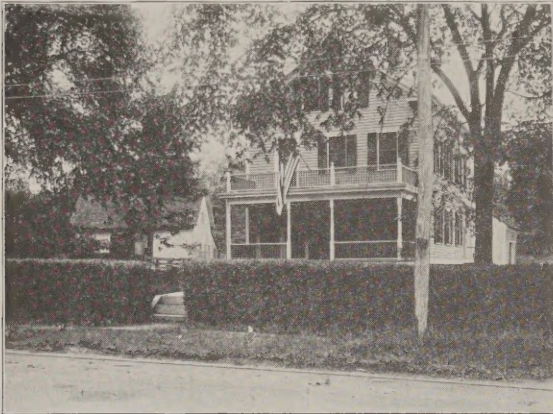
OUR BOWLERS ARE BIRDS

BIRD & SON BOWLERS are showing marked signs of life. From all present indications our team will collect a number of games this season. Eric Gach, who is a bowling man, is taking charge of Plant Team. He promises to whip them into shape in record time and predicts a number of interesting games with rival teams.

We have available material enough to make up three or four teams in our Chicago Organization and hope to do this in order that we may have inter-department contests.

PHILLIPSDALE NOTES

A few days ago Henry, our Cutter Room foreman, set out to make a trade of a few hens for a nice porker, the property of Ed. Swanson in DPM. Henry made the proposition to Ed. and Ed. accepted; now Henry has stopped to think just what is the price of pork. Henry



The above is one of Bird & Son's contributions to the "Housing Problem" in Phillipsdale.

decided to find out the market price and after finding it told Ed. that he guessed he would not trade as the price of pork was too low. What was the market price of chicken, Henry? The next time you wish to trade, Henry, you ought to know both prices. Ed. says that the porker is getting bigger every day and there is still a chance for Henry to make the trade.

Mr. Salisbury, our Assistant Superintendent, has just returned from a two weeks' vacation, which he spent going on short trips to various places. He said that he enjoyed it very much.



Ten Mile River emptying into Seekonk near Phillipsdale Plant

Miss Maguire, our ever smiling stenographer, has just returned from a two weeks' vacation. My, but she does look good, all tanned up. We don't know where she went but she said that she had a lively time.

HOME STORAGE FOR FRUIT AND VEGETABLES

Every little while there comes to our Library from the Massachusetts Agricultural College, bulletins of great value to the home gardener. Today we have received one which has a very practical plan for the construction of a storage house for fruit and vegetables.

The Home Manufacture of Fruit Products will be especially interesting to housekeepers at this time; it contains directions for putting up fruits after the most approved methods.

SALES NOTES—BUILDING AND ROOFING DIVISION

Since the early part of the season it had been conceded that July would be the critical month for the Building & Roofing Sales. If we made a fairly good record in July it would be equal to "making the grade" and that August and September would come along with increased sales.

Consequently, none of the salesmen took their vacations in July, the office force stuck on the job and we did "make the grade." August is either a late summer month or an early autumn month, it is hard to say which, but all during the month the sales have been slightly on the increase and we enter the real fall roofing season with dealers' stocks quite depleted, with more dealer connections than we have ever had, with all the salesmen on their jobs, with other sales forces fighting just as hard for business, but everybody with a general feeling that this fall's work will produce good results.

The size of the telephone orders received at the office is a good indication of whether or not dealers are well stocked.

The record of telephone orders is illuminating, showing when a dealer gets an order he wants it right away. Consequently he is not stocking up ahead.



A Brook Scene, New Hampshire.

Contributed by H. C. Jepson.

During August these telephone orders varied from a half carload, the lowest day's business, to more than four carloads, and a two carload day is about the average.

THE WEATHER IN TEXAS!

We have received the following from Mr. H. H. Skinner, our representative in Texas. The corn leaves he mentioned were burned and dried to a crisp.

"Unparalleled and unprecedented, etc., expresses it. I never saw a month of 100 to 110 in the shade and 125 in the sun any where before.

"The wheat, while far below the average yield and the corn ditto, were very near saved before this terrible drouth came on but cotton will be the poorest yield in the history of the state. It is not a question of how many bales to the acre; but how many acres to the bale this year.

"The corn fodder and grass are burned white and covered with white or gray dust and it is a pitiful sight, for one who was brought up with cattle, as your humble servant was, to see them in the hot sun, nibbling this dusty, white, dry stubble. But the flies don't bother them. There are no birds, insects or smaller animals, except cranes which find fat, easy fishing in the places where were once rushing streams and now only a few, scattered puddles where dry bottoms are cracked two feet deep.

"There have been many prairie fires and I have seen thousands of acres burned black. I enclose some corn leaves which will show the effect of the hot sun for 90 days continuously with no rain.

"This has nothing to do with the other carload order I'll be sending you to-morrow."

MANY "EMERGENCY" CALLS FOR MISS EBBS ON EVE OF DEPARTURE

That "prompt response to the call of duty brings a liberal reward" was amply demonstrated by a pleasant surprise tendered Miss Helen J. Ebbs, who has been head nurse at our East Walpole and Norwood plants for the past two years, on Thursday, August 25th.

During her noon hour, she was hastily summoned by telephone to the girls' rest room in the Main Office. The "case" proved to be a lively affair, for, on entering, she was greeted with a storm of confetti and hilarious congratulations, extended by seventy-five girls, who had gathered from the different departments of the office and mill to "shower" the popular and highly esteemed nurse.

for her happiness in the new relation she is soon to enter.

The members of the Chrysanthemum Club, most of whom have completed reed trays under Miss Ebbs' direction, invited her to the first club meeting of the season, and, while playing "Blind Man's Bluff," with Miss Ebbs as the "blind man," led her to a table on which she found a silver cake tray which they presented to her for her new home. Several of the Hermits who were "in" on the affair came over to the club room later in the evening and enjoyed the games and dancing.

Tuesday, August 30th, the Hermits staged a kitchen shower for Miss Ebbs, in the usual Hermitage style, with songs and poems and regular eats. If she follows all the directions offered her, in rhyme and otherwise, for the use of the various utensils, we foresee that she will soon be



Miss Ebbs and Girls Grouped in Front of Hospital

After the flurry subsided, Miss Ebbs was escorted to a table on which were displayed the beautiful and substantial gifts—tangible expressions of the good wishes of her many friends.

When the "opening" was finished, the entire party adjourned to the out-of-doors and were grouped in front of the Hospital for a photograph, with Miss Ebbs, bearing her gifts, as a center.

The party closed with three ringing cheers for Miss Ebbs, which were echoed by toots from a locomotive which was standing in front of the East Walpole depot. Her associates all extend to Miss Ebbs the kindest hopes

recruited by Alice Bradley as consultant in kitchen engineering.

On Saturday, September 3d, the Main Emergency Hospital received an urgent call for Miss Ebbs for an emergency case at the Building & Roofing plant. Upon her arrival, she was met by a delegation of men from the Norwood plant, who expressed keen regret that she was severing her connection with Bird & Son, and offered her enthusiastic good wishes for her future happiness. They presented her with a mahogany clock and a pair of mahogany candle sticks to serve as reminders of her friends at FB and FF.



MARRIAGES

Frank Welch, foreman of the Shoe Carton Department, was quietly married on Saturday, September 3d, to Minnie Donahue. He was presented with a chest of silver by his Box Shop associates.

Eva Jonah of the Main Office and Nils Lindequist were married in Walpole, Saturday, September 3d, by the Rev.

Mr. McKenzie of Walpole. The couple were attended by Alice and Charles Paine. After a bridal supper at the United States Hotel, the young couple left for a few weeks' stay at Rangeley Lakes. Upon their return, they will reside on Fuller Avenue, East Walpole.

Several of her Bird & Son friends are planning to attend the wedding reception of Mary Irene Burbank, formerly assistant nurse in the Emergency Hospital, who is to be married to William C. Wilson, September 24th.

On Monday, September 12th, William Quinn, machine tender on No. 2 machine, and Grace M. Fay, who has been clerk in the East Walpole Post Office, were married at the home of Miss Fay's sister in North Walpole. Mr. and Mrs. Quinn left immediately for an automobile trip through the White Mountains, and upon their return will reside in their new home on Pleasant Street.

THE BOY SCOUT CAMPING TRIP

Spend Week at Plymouth Camp

After a busy week of preparations the boys left East Walpole Sunday, August 14, at 9.20 a. m., 21 strong, under the direction of Scoutmaster N. E. Lindequist and Assistants A. Massey and W. H. Taylor.

The morning was slightly overcast and on passing through Plymouth they found it quite wet. Some of the boys say they never have seen it rain so hard before. We arrived in camp at Manomet at 1.30, just in time for dinner and a beautiful thunder storm. After unloading the truck we at once sat down to dinner. The mess-hall consisted of tables set out-of-doors with a canvas fly spread over them. It kept out the rain pretty well, but those sitting at the corners of the tables were only half sheltered. That is where the fun came in. Raincoats were worn at the table, but the coats did not cover the dishes. John Sullivan (better known as Barney) had one of these corners and he kept saying that he could not finish his soup. As one of the camp rules is that all food must be eaten before any more is served, John tried his best, but as fast as he could eat the rain filled his bowl, so that he had to give up.

We were next assigned to quarters. Each boy was given a cot bed under a good dry tent. The boys found their bunks quite comfortable. The camp consisted of eight large sleeping tents for the boys and one for officers, one for cook, mess tent, headquarters, and a large wooden building for an assembly hall. It is situated at the foot of Manomet hill about 150 yards off the state road. Salt water with long, white, sandy beach was about 500 yards away on one side of camp and a fresh-water pond with white, sandy beach was only a five-minute walk from the camp on the other side. Everyone voted it an ideal place for a camp.

Sunday was left for recreation, etc., and after camp fire the boys went to bed a tired but happy lot.

Each morning was started with calisthenics followed by a run to the beach for the morning dip. The water was frigid, but the boys took to it like veterans. After getting washed and dressed we sat down to breakfast and singing. The boys sing after each meal and our boys have quite a few songs. Cheers were given by the boys to Charlie Welch, the cook, and he sure deserved them. If ever a man can cook Charlie sure can. The well-known Dave MacAndrews looked after the serving and saw to it that table etiquette was observed within reason.

Mr. Duncan MacKellar did his part to see that each boy got his share of food. A Scoutmaster was situated at each end of the table to keep an eye on everyone. The boys' hands and faces were inspected before they sat down so not one got to the table dirty.

After breakfast, details were announced and each boy did something he seldom did at home.

Some washed the dishes and others cleaned the mess-hall, chopped wood, raked over the grounds, swept floors, cleaned lanterns, peeled potatoes and other things.

Then came morning inspection. Tents, beds, equipment and personal appearances were inspected and the untidy ones were not given merely a call down but extra duty as well. The best appearing tent each morning was voted the "honor" tent and bore a sign to that effect. After inspection came school and examination in all branches of scouting. Ellman Smith, one of our boys, went to camp a tenderfoot and came home a second-class Scout. He deserves credit as it is no easy task to perform.

School over, we got ready for mess. After mess the boys were free to rest or play within the camp limits for an hour or two. Then a short period of drill followed by a hike or games, as the boys choose. At 4 swimming call was sounded and the boys had their choice of salt or fresh water bathing. Some of the boys took life-saving tests. Stanley Robinson passed this test, so we have a life saver in the troop. Upon our return to camp we dressed and cleaned up for retreat or evening colors, then mess.

When the dishes were done the boys were on general liberty for 45 minutes, or an hour. Then we assembled in assembly hall for camp fire where we had boxing, wrestling and story-telling till taps, which is about 9.30.



At the Bird Pond Swimming Pool.

One evening during the week the entire camp was invited to entertain the Estanolo Girls' Camp a mile and a half from here and the boys enjoyed a very pleasant evening there.

Saturday afternoon we turned out on the beach for a clambake and it was certainly a grand success, as any of the boys will testify.

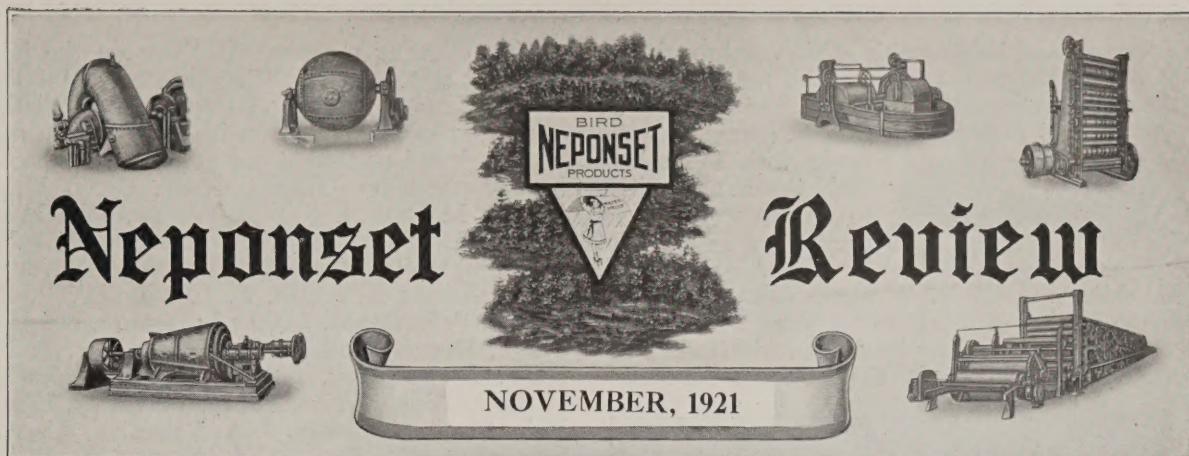
Sunday came all too soon and one and all wanted to stay longer. The Scoutmasters and the boys wish at the same time to thank those who have helped them in different ways to get to camp. Much credit is due to the old Colony Council for the splendid camp and work therein. Let us all get behind the Scout movement this year and make it a better success than the past years.

Our Scouts will beat all comers if you will get behind them.



With Our Boy Scouts at Camp Manomet, Plymouth

1. Setting-up Drill before the morning dip. 2. Colors. 3. Loading up to come home. 4. The morning they started. 5. The most important place in camp, mess tent. 6. First aid instruction—life saving. 7. The Camp Officers and Scout Masters. 8. Lining Up for Mess Call.



VOL. VIII.

NO. XI

CLEAN UP—BIRD SCHOOL GROUNDS

FINE DISPLAY OF COMMUNITY SPIRIT BY CITIZENS



Operations Started Promptly at One O'clock. Piles Like This Were Soon Leveled by the Workers, Tractors, Teams and Trucks

On the afternoon of Saturday, October 15th, a small army of citizens, armed with picks, shovels and rakes, and supported by heavy artillery, consisting of tractors, one and two-horse dump carts, auto trucks and wheel barrows, swarmed onto the school grounds and for four long hours

removed most of the large piles of dirt and ashes that were made during the excavating for the building and used it to fill in the holes and depressions around the building. The pictures printed herewith will tell more than words what was going on.

The idea of holding this affair was brought up at one of the Bird Club Council meetings, and, through a committee appointed at that time, arrangements were made with the school and town authorities to do the work. This committee consisted of P. R. Allen, M. J. Hawkins and G. R. Wyman. They appointed the following members to the general committee which had the matter in charge, who talked the matter up and made the affair a success:—



Everybody "Dug" In

P. R. Allen, G. R. Wyman, M. J. Hawkins, F. V. Bell, Thomas Brady, Wm. F. Carberry, Herbert Cobb, Charles Evans, Edward J. Fuller, S. W. Smith, Maynard Gould, D. W. Higgins, George Barstow, C. O. Littlefield, B. D. Rogers, Wm. F. Sline, Fred E. Smith, Thomas H. Smith, John H. Smith, Louis E. Vose, Byron Way and Michael Powers.

The brunt of most of the heavy work, such as plowing and loosening the ground, was accomplished by Bill Carberry's tractor, which was ably driven by Joseph Carberry, who, in turn,



Another View of the Army of Shovelers

was spelled by G. R. Wyman off and on. This machine proved to be a wonder and enabled the gathering to do much more work than was anticipated.

Besides the tractor, Mr. Carberry furnished three double teams with dump carts. John J. Jack, Edward J. Fuller and Hollingsworth & Vose also furnished double teams with tip carts or scrapers. C. S. Bird furnished a single team with cart, Herbert Cobb, single team, Bird & Son, inc., furnished two auto trucks and drivers, and F. L. Gould and Sons, one truck.

The following were among those on the job, but as it was nearly quitting time when the list was made out, several who were there for the early part of the afternoon have, no doubt, not been included as they could not be remembered by the checkers:—Thomas Kane, Byron Way, Patrick McDonald, George Barstow, John Hennessey, A. C. Urquhart, Michael Powers, John Swanson, Wallace Loring, J. H. Smith, G. R. Wyman, Thomas H. Smith, F. L. Murphy, G. R. Loring, F. L. Gould, Arthur J. Duncan, Stephen Smith, Dennis Broderick, Patrick Walsh, P. R. Allen, George Park, Leonard Bartlett, Charles H. Evans, John White, Michael Connelly, Leroy Fullerton, L. Anderson, J. A. Valentine, Warren Sumner, S. H. Kay, E. B. Titecomb, Raymond Bateman, James F. Costello, John J. Hale, M. J. Hawkins, Allen Burns, C. W. Conrad, Fred V. Bell, Joseph Leach, John Geary, Thomas Kennedy, George Fongcallaz, Harry White, Harry Turner, Warren Morse, F. B. Duncan, Mrs. Margery Bird, Mrs. Fred V. Bell, Frank Phillips, Herbert Harrison, Samuel Kelly, Ed. J. Fuller,



Pile of Dirt which Dwindled Rapidly before the Onslaught of Workers

Lewis D. Mahue, George Murphy, D. W. Higgins, B. D. Rogers, Herbert Cobb, Wm. Sullivan, B. S. Whittier, James Donahue, Patrick Broderick, John Graney, John Powers, Francis Donahue, D. A. Chase, B. R. Taylor, R. W. Westcott, Thomas Pauquette, G. M. Graves, James Crowley, P. H. Bailey, Thomas Brady, W. W. Wilson, Charles Alm, Frank Verrett, W. F. Carberry, Harry Turner, W. F. Sline, Joseph Carberry, Matthew Foley.

It has been roughly estimated that the work done on the grounds during the afternoon saved the town about one thousand dollars.



TWO SIDES TO THE QUESTION

One of the proud fathers who labored so strenuously to clean up the Bird School grounds the other Saturday afternoon took his young daughter up the next day to see what an excellent job had been done. Much to his surprise, her first remark was, "Oh, dear! Now we can't play King in the Mountain."



WE ARE MEMBERS OF THE
NATIONAL SAFETY COUNCIL



NO-ACCIDENT WEEK

On September 26th, upon reaching the plants, we were all greeted with the large signs at the entrances, reading: "NO-ACCIDENT WEEK—DON'T GET HURT," and on the various safety bulletin boards in the departments were many other safety mottos that the Publicity Committee of our Safety Committee had prepared. The large score boards also at the entrances were works of art and graphically followed the contest throughout the week.

On Tuesday noon safety rallies were held at the Main Plant and at the Norwood Plant. At the Square Mr. Bird spoke briefly of the importance of the safety movement and why we should all take a lively interest in it. He introduced the speaker, Mr. F. H. Rosebush of Nekoosa-Edwards Paper Co., Port Edwards, Wisconsin, who spoke interestingly on safety work at his plant and in general.

At the Building and Roofing Plant Supt. W. W. Wilson outlined to the FF and FB men the essentials of safety first and introduced Mr. A. S. Regula of the Liberty Mutual Ins. Co. of New York, who spoke interestingly and to the point on safety—in general and then as it applied particularly to the individual in his daily work. He offered the men simple rules of conduct which, if followed, would go far to eliminate accidents in the plant.



Norwood Plants Local Safety Committee

Mattson, MacDowell, Savage, Galvin, McCall, Miller, Lines, Pratt, Chamberlain, Wilson

The attentive attitude of the group who listened to Mr. Regula, and their evident appreciation of his remarks, showed the growing interest in safety work.

Following the rallies the speakers were the guests for luncheon of the General Safety Committee for No-Accident Week at the Bird Club.

Our Safety Inspector as well as several of the other members of our Safety Committees attended some of the sessions of the National Safety Congress which was held at the State House, Boston, during the week.

ONLY ONE ACCIDENT DURING NO-ACCIDENT WEEK, SEPTEMBER 25—OCTOBER 1

When most of us went home at noon on Saturday, October 1st, the last day of No-Accident Week that was being observed throughout New England, we certainly were elated at the remarkable showing that had been made at all our plants during that week. Not a lost-time accident had happened. We were wondering how the banner could be awarded, everyone had made perfect records. But, alas, on Monday morning when it was learned that on Saturday afternoon while working overtime Joe Waksemovitz of FFF had dropped a shaft on his foot and broken one of his toes, our hopes were somewhat shattered.

However, all plants but FF had perfect records and the question of awarding the banner was still unsettled. It was decided by the Banner Committee that the best way

would be to award a banner to each plant with a perfect record for the week and to keep the large banner for a perpetual trophy to be contested for each month.

The plan for the present will be the same as that followed during No-Accident Week and will run for the entire month. The divisions are as follows: (1) FB, all departments; (2) DM, all departments, including DV and DF; (3) FF, all departments; (4) FX1 and FX2; (5) EM and ER departments. As the number of employees vary in the different groups the records will be kept on a percentage basis. 1000 will indicate a perfect record.

For each accident causing lost time the group concerned will lose a certain number of points, depending on the



Safety Rally at the Norwood Plants

number of men employed. For example, if FB has 280 men and EM and ER has 140 men, an accident in EM or ER will reduce their score twice as many points as an accident in FB.

For every lost-time accident in the largest group, that group loses 10 points, and for each day lost due to the accident, the group loses 2 points.

The large banner is certainly a beauty and everyone should do his part to see that it is his plant that wins it.

"LET'S TRAVEL SLOWER"

Backward, turn backward, O Time, in your flight! Let's travel slower a while for tonight! We are so weary of automobiles, tooting and skidding and grazing our heels. Give us a horse and a buggy once more, such as we used



Mr. Bird Speaking at the Main Mill Safety Meeting

in those dear days of yore. Let's amble onward with never a fear that there may be something to get out of gear! No punctured tires or spark plugs to watch; never a throttle to let out a notch; not any danger of our patient steed breaking the limit of law as to speed. We needn't listen for fear of a smash; we needn't worry there may come a crash. But with our sweetheart right there by our side, over the smooth country highway we'd glide. Hang up the ribbons and use either arm, hugging our girlie with no thought of harm. Give us a horse and a buggy, I say, such as we used in our grand-daddy's day. We are too fond of this hustle and rush; we are too prone to get caught in a crush. Let's travel slower—we can't live but once; what is the sense of these fool auto stunts? Too many joyriders out raising hob, anxious to give the grave digger a job! Backward, turn backward—let's travel more slow, for why in Sam Hill are we hurrying so? (Exchange)

NEW COAL HANDLING EQUIPMENT AT MAIN MILL, EAST WALPOLE, MASS.

The new coal handling equipment which is an important part of boiler improvements at the Main Mill was put in operation on September 1. This equipment consists of:

1. Coal crusher having a capacity of 50 tons of coal per hour.
2. Bucket conveyor from crusher to overhead conveyor belt.
3. Conveyor belt over overhead bunker with a traveling tripper.
4. Overhead steel coal bunker with concrete lining, 900 tons storage capacity.



View of East End of Boiler Room
Showing New Crusher House and Bucket Elevator

5. Spouts for feeding coal from bunker into the stoker hoppers at boilers.
6. Automatic scales in each spout.

Each boiler at normal rating is 823 HP. take the place of twelve upright boilers. Five of these upright boilers have already been removed.

Coal is being dumped into the crusher hopper from which it is fed into the crusher. After being crushed it is elevated by the bucket conveyor and dumped on the overhead conveyor belt over the coal bunker. An automatic tripper on the belt distributes the coal to any desired part of the coal bunker. The coal is fed by gravity down through the spouts under the bunker into the hoppers of the automatic stokers for the boilers and the scales weigh and record the quantity used.

At present only one of the new boilers is in operation, and there are stokers in only two of the older boilers. Therefore, the full advantage of the new coal handling equipment has not yet been realized. Within a short time, coal will not be required to be handled manually from railroad cars to the fires in any of the boilers.

The coal bunker with its 900 tons capacity will hold sufficient coal for one week's operation.

While this installation primarily was made necessary because of our old boilers

becoming obsolete, we expect a substantial saving when the installation is completed.

This installation was designed by John A. Stevens of Lowell and the work is going ahead under his direction and the supervision of members of his staff, with whom our engineers are cooperating.

G. R. W.

MOVING PICTURES OF FIRES IN NEW BOILERS

Recently the Sanford Riley Co., which is furnishing the automatic stoker equipment for the new boiler plant at the main mill, made some interesting motion pictures of the fires in one of our new boilers. About 3000 feet of film was taken and it required about ten days to get the pictures.

The object of getting these pictures was to make a continuous study of just how the coal burned in the furnace of a stoker-fired boiler. Owing to heat and the brightness of flame, observations in a furnace have been hard to make over any period and the observer depends on his memory for a description of conditions.

Several attempts have been made recently to get motion pictures of fires in boilers by various parties interested, but none has been very successful. Many difficulties have been encountered, due to the great heat in the furnaces and to the necessity of eliminating some of the light rays in the flames of the fires.

The Sanford Riley Co., with the commercial motion picture photographer taking the pictures, were successful in overcoming the various difficulties and as far as is known now have the only complete motion pictures of this kind in the world.

This picture will be loaned to us for exhibition at the Bird Club.

C. W. C.

NEW PLAN FOR MILL WHISTLE

Employees will notice that we have started a new plan whereby the mill whistle blows at ten minutes of seven and at ten minutes of one each day. We believe that this will prove to be a good forerunner of the signal to go to work which will be blown as usual.

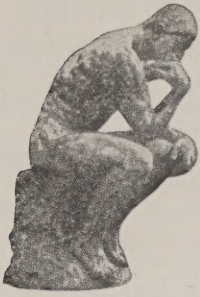
Manufacturing Manager.

He who is silent is forgotten; he who abstains is taken at his word; he who does not advance falls back; he who stops is overwhelmed, distanced, crushed; he who ceases to grow greater becomes smaller; he who leaves off, gives up; the stationary condition is the beginning of the end.

Three boilers



Interior of Coal Bunker



Suggestion Column

"JUST AN IDEA"

It was just an "idea"—that was all that he had—
Columbus—those ages ago,
It was just an "idea"—but we ought to be glad,
For it gave us our country, you know.
It was just an "idea" in George Stevenson's mind,
When he saw the steam jostle the kettle,
But the railroads made brothers of all mankind,
With their wonderful horses of metal.
It was just an "idea" Thomas Edison caught
But the light without flame we got from it.
With another "idea" was the phonograph brought—
And the "movies" that came like a comet.
So—next time you hear someone say, with a sneer,
"I'll not pay that—for it's just an idea!"
Remind him that there isn't a thing that he uses
That doesn't date back to this source he abuses.
And tell him there isn't a tool or machine
That he handles, or works with, or even has seen
But he'll find it, if he troubles to trace it, began
As "just an idea" in the brain of a man.

—Popular Engineer.

The following suggestions were accepted during
the month of September and the standard prize
awarded, except in case of foremen:

Pull Rolls for Large Hangers at FF

Wm. Patterson, FFJ

Self-Feeding Stencil Brush

Charles H. Seavey, FBF

Relocation of Axle on Slate Unloading Carts at
FB

William Bradley, FBD

Recut Old Ratchets, FB Shingle Tying Machines

Charles H. Seavey, FBF

Improvement to Floor, FB Stock Sheds

Harold S. Knight, FBV

Arrangement for Shipping by Truck from FB

Lester M. Pratt, FB

Electric Alarm on Oil Heating System at FBK

Michael F. Sheehan, FBK

Chains instead of Rope on Live Skids at FB

Charles H. Seavey, FBF

Improvement to Loop Rolls, FBPM1 Saturating
Rack

John Mattson, FBM

Measuring Bases by Volume at FFM

Berton L. Seekins, FFM

BUSINESS MAXIMS

1. Honesty and Reliability.
2. Punctuality and Promptness.
3. Quickness and Brevity.
4. Industry and Energy.
5. Courtesy and Cheerfulness.
6. Accuracy and Neatness.
7. Temperance in all things.

With these qualities we cannot but succeed because
they are sure steps to advancement and success.

Library



"The world is founded on thought and ideas, not on cotton
or iron."—Emerson.

Few of us are creative, but must depend upon others
for our ideas. One source always open is through reading.
From the great books which have been written during
centuries, the ideas of the deepest thinkers are at our
command. Great educators have compiled for us lists
of the most worth-while books. Why not make it a point
to look over some of these lists in our library and decide
upon a number for your winter's reading? Some of the
books we already have, others we can get for you.

Some of the best new books recently received in our
library:

Mirrors of Downing Street—short character sketches
of English statesmen whose influence has been such an
important factor during the war and will be in the future
of the world's events.

Outlines of the History—by H. G. Wells.

The Senate of the United States, and other essays—by
Henry Cabot Lodge.

The Next War—Irwin.

A Guide to Russian Literature—by M. J. Olgin. Of
especial value for the insight it gives to the understanding
of the Russian people and Russian conditions.

Some Good Stories

Revolution—Beresford.

Wind Along the Waste—Johnson.

Kingdom round the Corner—Dawson.

Cow Country—Bower.

Best Short Stories, 1920—O'Brien.

Growth of the Soil—Hamsun.

The Story of Ab—Waterloo.



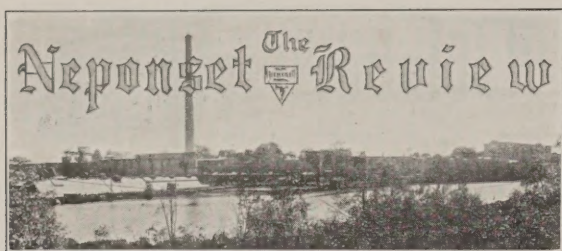
Ossipee Range

Contributed by Carl Schaier

CLASS IN INDUSTRIAL MANAGEMENT

The first meetings of the class in Industrial Manage-
ment found an enthusiastic group of about twenty gathered
at the Bird Club for reading and discussion. The first
two meetings were devoted to the plan of organization
and the symbol system. The outline and text used is
that given by the Industrial Extension Institute and the
text now being used is Knoepel's "Industrial Manage-
ment." Since the open discussion which follows the
reading of the text and the statement of the principles
of management is made to bear directly on Bird & Son
organization, those in the class have already found the
class interesting and helpful.

The group meets every Tuesday evening at the Bird
Club and any member of the Club is cordially invited to
join. There is no charge for the course.



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Editor and Publisher, B. D. ROGERS

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The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

There are two things necessary for the enrichment of life, mentally, physically, socially and spiritually. They are very simple and are known to all men. One is hard work and the other is determination to do right.

—Calvin Coolidge.

GIVING THANKS

The holiday of the month is Thanksgiving Day and each in his own way will be thankful in his heart. Thanksgiving Day is the one national festival which turns on home life. It is true that the religious observance is less marked than in the days of the early colonists, but a day of thanksgiving regularly set apart is beneficial, even if the public mind is centered on fall sports and recreation. Everyone will stop long enough to be thankful for at least something.

We should be thankful for the wonderful mild weather this autumn, in consequence of which many a costly coal bin has been undisturbed.

We should be thankful that we are working for a concern which manufactures quality products of such high reputation that have enabled it to give us nearly uninterrupted work during the country-wide industrial depression.

Each one's particular song of thanksgiving must be of his own selection and poor indeed will be the individual who does not find more than one reason for thankfulness on November 24th, 1921.

MANY A MICKLE MAKES A MUCKLE

We reprint one of the recent Salesman's Bulletins of the Building & Roofing Division, which is a gentle reminder for us all to continue practicing the little economies in our own daily work.

We must remember that it is the little savings and economies in time and material, and reduction of waste by many, that has helped enable us all to keep busy while so many have been idle. The corner hasn't been turned yet—there are many other savings that can, and must, be accomplished—and it is up to everyone of us to cut out any extravagant or wasteful methods and to preach, as well as practice, economy.

"ITS THE LAST TWO PENNIES THAT COUNT"

"Let us be careful about the little expenses. Start now! Let us keep in mind that too often the difference between profit and loss depends upon doing the little things right the first time.

"Do we all fully appreciate how common little mistakes such as a carelessly made out order, extravagance in granting a concession, or failure to inform the office of a change in our route, may easily absorb a small slice of the margin of profit?

"Every mistake in salesmanship, every mistake in office work costs something. Small but unnecessary expenses amount to quite a sum by the end of the year.

"Let us all be more careful than usual.

"BIRD & SON, Inc.,

"P. H. Bailey,
"Sales Manager."

WHAT IS "NORMALCY"?

If "normalcy" means a return to that good old time when everybody was satisfied with conditions, when everybody's income was large and outgo small, when work was plentiful and workers ditto, it won't be restored for quite some period, inasmuch as, to the best of our recollection and by reference to the records of the past, it never did exist. What is "normal" for one class is bound to be sub-normal or super-normal for another. The situation never reaches an exact equilibrium and cannot from the very nature of things.

The morning hours in business are worth much more than the hours after noon. Start right in the morning. Pep up immediately.

Your individual influence over other members of the organization is more than you think. Set them all a pace.

No matter how late I have worked the night before, my associates always find me at the desk in the morning.

So, you see, I take my own medicine, and have been taking the dose for years.

This idea of being on the job on time in the morning has been a most lasting and profitable lesson for all concerned.—F. D. Van Amburgh.

DRINK MORE MILK

Milk, which was thought to be food only for babies and small children, has been proved to be just as valuable for the adult.

Milk contains the three food values, fats, protein and starches, which are necessary to life and is, therefore, a real food. The fats or cream furnish fuel and heat for the body, the protein furnishes material for building and repairing the tissues, and the starches furnish heat and energy.

The growing child needs one quart of milk a day, and the adult one pint, which may easily be taken as food at meal times.

If whole milk seems expensive, skim milk may be used instead, as this contains all the food values except fats, which may be taken in some other form.

Milk products, such as cheese, are high in nutritious value and cheaper than meats.

E. M. H.

COLDS

Colds are caused by germs that invade the body which for some reason is not able to resist them. This is the season of colds and allied diseases of the nose, throat and lungs, such as grip, pneumonia and bronchitis, and since all of us are exposed to the germs it is well to take precautions to keep the body in condition to resist them. The following rules for the avoidance of colds are simple:

Dress warmly enough to protect the body.

Exercise in the open air.

Eat good, wholesome food and drink at least six glasses of water a day.

Get plenty of sleep in a well-aired room.

Keep the bowels open.

Remember it is easier to keep well than to get well.

If you do get a cold:

Take a good cathartic.

Drink at least one glass of water every hour.

Get plenty of sleep.

If there is a rise of temperature, aching and chilling, call a doctor.

Don't neglect it. Come to the Emergency Hospital and see if you cannot get something to help it when you notice the first symptom.

—E. M. H.

WARNING

We understand that a few of our autoists have had to appear before some of the none too genial judges recently. Some were lucky—others not. The following clipping from a Boston daily is apropos at this time:

Speeding automobilists are given fair warning in some cities and towns, anyway. In Quincy red signs warn. "Speeding Means Court" and "Court Convened at 9.30." In Franklin they have just posted this one:

"Drive Slow and We'll Let You Go;

"Step on the Gas" and You'll Meet Judge Doe."

In one of the South Shore towns they have posted signs like this: "Drive Slow and You'll See Our Town; Drive Fast and You'll See the Judge."

AMERICAN RED CROSS

"In the Service of those who Suffer"

The Roll Call of the American Red Cross, the fixed annual period of joining or for the renewal of membership in the organization, will be held between Armistice Day and Thanksgiving, November 11 to 14, 1921.

At the present time Red Cross expenditures in connection with the service it renders disabled veterans of the World War are running at the rate of \$10,000,000 a year. This is far in excess of all revenues from membership dues at the last Roll Call. This work must go on and, in addition, there must be provision for the other phases of the permanent Red Cross program—Disaster Relief; Public Health Nursing; Instruction in First Aid and Life-saving; Home Hygiene and Care of the Sick, and in Food Selection; and other General Health projects.

Red Cross Work in Wapole

During last year approximately \$300 have been spent by the Walpole Branch of the American Red Cross and by the Boston Metropolitan Chapter for relief work. We have had over twenty cases which have needed our attention and to whom tangible help has been given. In some cases financial help has been given and in others loans have been made to such veterans of the war whose compensations were delayed somewhat.

Several ex-soldiers have been aided in getting medical attention or hospital treatment where it was needed and the Boston Metropolitan Chapter has received and aided a number from our town who have gone directly to their headquarters at 142 Berkeley street.

If this question arises in the mind of any one: "Why is Red Cross necessary now, so long after the end of the war?" The answer is: "Because the responsibility of the Red Cross, the responsibility of every citizen is just as strong now to those who risked their lives for our defense as it ever was and those ex-soldiers who are in need now must be taken care of."

ALL PAY \$115 TAXES YEARLY IN BAY STATE

Total Levy Averages Above Amount for Each Person

Every man, woman, and child in Massachusetts pays \$115 in taxes each year, about \$47 of which goes to their own uses in this state and about \$68 of which goes for federal expenses, according to Henry F. Long, commissioner of taxation and corporations. Mr. Long bases his figures on federal taxes, of which Massachusetts contributed approximately \$259,000,000 during 1920 in addition to paying a total tax for state, county, city and town purposes of about \$184,000,000.

As corporation taxes are assessed upon the previous year's business, Mr. Long feels that next year will show a falling off in corporation taxes, as the 1921 business is much below that of 1920, and the present assessments are about 20 per cent below those of last year.

The commissioner expresses the opinion it will require great economy on the part of the state, counties and cities and towns for the next year if 1922 is to be passed without overwhelming taxes. The tax rates this year, he says, are soaring, and, with the revenues falling off next year the 1921 rates will seem small in comparison with those of 1922, unless the economy emergency brake is applied at once and kept on for another year.

In the vernacular of the hospital, AC means "before meals" and PC "after meals."

The other day Miss Leavitt answered the Emergency Hospital telephone, and a business-like voice asked, "Is this AC?" Glancing at the clock, which said 1.15, Miss Leavitt answered, equally briskly, "No, PC."

Now she is wondering what the other fellow thought.

Smile if you are thin, laugh if you are fat, and if you are neither, just grin.

Smile every time you get the chance; it is the chance smile that wins.

Notes from the Plants and Offices

MAIN PLANT

The weather prophets are wondering what the appearance of sea gulls on Bird Pond means. They were seen on October 15th, and, as no storm was reported at sea around that time, nobody seems to be able to explain their presence inland.

The work on the new stock shed is going forward rapidly. Jim Kivlin is going to miss his unobstructed view of the tracks.

The old-timers in the mill office say they are going to stage a real dance with "Money Musk," "Hull's Victory," "Haste to the Wedding," and all the rest of the good dances played by a fiddler who nods his head and taps his foot on the floor when he calls the figures. Nobody under 35 admitted.

Harry Mann and Russ Tupper went to Trenton, New Jersey, recently on a business trip. Harry says it was a good trip, but the train home left about three hours too soon.

Jim Kivlin chased a dipper duck up and down the river the other day, but to no avail. The bird was too quick. Jim says he'll get him yet.

The seventh vat has been installed on No. 5 machine and it is expected that this will greatly improve the quality of the sheet.

Jack Davis has just painted his house. Jack says they can talk about the high cost of living, "but I tell you the cost of paint is higher." Yes, Jack, but they say that moonshine's higher still.

August Hildebrandt recently made a trip over the Mohawk Trail with some friends. Says the trip was bully.

BOX SHOP

The Chrysanthemum Club had a shower for Mary Burke, one of their number who left to be married this month, at their October 3d meeting. They presented her with a water set.

Annie Farrell, another member who left to go to Nova Scotia, was presented with various articles of use to a traveler.

Nobody seems to know just why Tom O'Day is painting the front and sides of his house white and the back black. It looks as though someone had slipped something into the paint.

Matilda Chaffi, who left to be married this month, was royally entertained on her last day here. During the noon hour her friends were very busy, so that when Matilda returned from lunch she found her machine beautifully decorated. She was presented with many useful gifts for her new home.



Pile of Pulp Wood, containing 80,000 cords, Westbrook, Maine

Contributed by A. A. Smith

Harry Anderson and Fred Duncan journeyed over the Mohawk Trail, October 9th, but they found riding pretty cold.

Tap Geary is still picking roses in his garden. The other morning he found three good-sized white ones in bloom.

Frank Murphy looked at the side of the house and then at the ladder and pictured himself climbing up that ladder to paint the side of the house, but 'twas too much. He decided to remain right on the ground.

The coating machine is back in place at the Finishing Mill, all ready for business.

The other day the truck driver from the Library Bureau came out for a load, and several hours after he had left for Boston his home office called us to see if he had started. The blue sheet came through marked "One load of new rum" instead of "new run." Otti Johnson, who loaded the truck, says he can't explain the driver's long absence in terms of the blue sheet, but, well—you see how it looks.

Tap Geary has enough apples to have Hallowe'en parties at his house every night in November, after they have been properly processed.

Joe Campaigna of the Finishing Mill made good use of the extra hours granted by daylight saving. He painted his 10-room house and is receiving congratulations from the neighbors on the good-looking job.

TO MAKE PAPER FROM SAW GRASS

Tallahassee, Fla., Oct. 1. (Special).—The Grass Fiber Pulp & Paper Co. of Leesburg is progressing with a factory that will produce paper pulp from saw grass, daily capacity 40 tons. This is a \$1,000,000 corporation, organized last year as a parent company which is to have subsidiaries with factories elsewhere in the South. General Manager Stacy has stated the company has leases on 21,000 acres of grass land around Leesburg and thousands of acres in other sections of Florida.

WHO'S WHO

Jim Maguire, assistant to Steve Smith, Superintendent of the Main Mill, in a characteristic pose in the Bird Club sunken gardens, examining an entomological specimen.

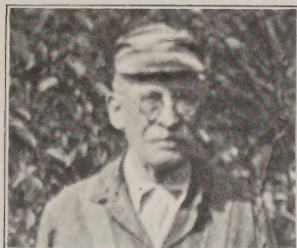


NORWOOD PLANTS

Bassett has taken up gunning this fall. He is practising on cats at the present time.

The Building & Roofing office is sporting some real harvest decorations in the form of corn raised by George Smith at Norfolk.

We're afraid Charlie Seavey will be leaving us to take one of those jobs on the Royal Blue line where you point out the wonders of the world to the gaping passengers, he proved such a success at piloting a school teacher and her flock of hopefuls through the plant the other day.



WHO'S WHO

This is John King, whose vocation is finishing roofing and whose avocation is rooting at baseball games. John has been with us since 1902 and just now is kept busy directing the work of the women at FBF.

Donald Kimball registers one vote for a stenographer of the gentler sex in the factory office.

Lewis Eaton is now travelling back and forth in a new car.

The problem of what Johnson and Knight are going to do this winter when the river freezes and there is no more canoeing is worrying the entire office force. The Norwood Civic tank isn't large enough and it costs a lot to move to Florida. Suggestions will be gratefully received.

George Smith recently entertained several of the young ladies from the Main Office at his farm. They all agree George is one fine host.

The Maintenance Department is glad to have Raymond Call back again after his three years with Uncle Sam at the Charlestown Navy Yard.

The number of fellows who are taking extension work of various kinds in Boston indicates a busy and profitable winter.

Since Leo Bernier has had a new top put on his car, it is continually mistaken for a new one. He is planning to have his initials monogrammed on the door.

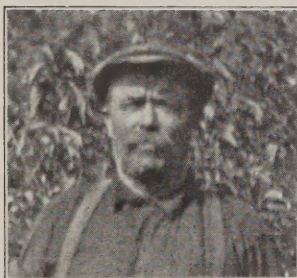
The Emergency Room at FF is very attractive with its new floor covering.

The work on the new Oil Bailing plant is going forward rapidly and it is hoped it will soon be ready for use.

Eric Peterson has been receiving the congratulations of his friends since he recently joined the ranks of the beneficiaries.

Sherlock Holmes begs to apologize to Geo. Smith for deducing that the tomato came from the wilds of Norfolk, but there was something about it that reminded him of Knox County, Maine.

Sherlock also deeply sympathizes with the other "amateur student of crime" who was apprehended almost in



WHO'S WHO

Here's Mike Sheehan, foreman of the Kettle House, on whose capable shoulders falls a large share of the responsibility of keeping the roofing machines running. When he isn't taking care of the Kettle House, he's riding round on his bicycle or tending his flower garden. Mike has been a Bird & Son booster since 1899.

the act of annexing a perfectly good hound dog. He hopes this will be a lesson to the fellow who hails from Islington where they have eagles in the cuckoo clocks and the canaries all sing bass.

For the benefit of those who haven't heard about it, we

might mention that the dog in question was found by Bassett wandering in the woods back of FB, and since it looked like a good one, he decided to take it home. Eli Chamberlain connived with him to the extent of taking Bassett and the pup part way home in the new sedan. The pup had ideas of his own as to going home with Bassett and resisted sturdily, but the stronger will prevailed, and he was soon tied in the back yard, howling his protests to the world at large. Bassett was very busy building a dog house and starting a kennel, mentally. Later, Walter Bagley, deputy sheriff, who had lost the pup and had been doing a little detective work all afternoon, appeared on the scene. He recovered the pup, but Bassett was out, so



New Garage at the Building & Roofing Plant

there was no opportunity to serve the warrant for wilfully and maliciously appropriating one hound pup. Hereafter, notice is served on all dogs who lose themselves near the Building & Roofing plant. Unless they can establish their freedom from entangling alliances with former owners they can stay lost as far as one member at least of the office force is concerned.

Wm. H. Roak, FFN, has pulled up stakes and taken his family to California.

We are glad to welcome Jess Ghen back to work, after several weeks' lay-off with a badly injured hand.

FFX has adopted a yellow kitten, called Jinx, to keep away the hoodoo.

WHO'S WHO

Rumor hath it that Mike Shergals knows floor-covering so well that it talks to him. We don't know about that, but we do know that only a very tiny and retiring flaw can escape Mike's eagle eye. He has been helping make floor covering since 1912.



Everybody down here was all broken up over the fact that the one black mark of "No Accident Week" was against FF. The accident, from all that can be learned, was apparently unavoidable, a shaft slipped, falling on and breaking a man's toe. We are "making it a no-accident month" so far since.

PAPER POINTERS

In 1920 there were 1653 paper machines in operation in the United States. In 1921 there are 1706, and in 1922 there will be at least 1710 machines.

There are 818 paper and 322 pulp mills in the United States.

In 1920 the paper industry in the United States passed the billion dollar point in value of output.

Book paper leads the industry in value of output, with a product worth \$220,000,000 in 1920, and Board and Wrapping had a close race for second place.

OFFICE NOTES

We are glad to welcome several newcomers this month: Mrs. Elsie B. Maier, Billing Department; Mary Simmons, telephone operator; Edith Jonah, Messenger service; Stephen Reardon, Messenger service.

Sue Calkin, who has been assistant to Mr. Anderson for the past two years, left us recently to accept a position as office assistant to George M. Graves, former purchasing agent.

Alice Wentworth, who has been assistant to Mr. Chase, is to take Miss Calkin's place in the Accounting Department.

Beatrice Hammond has transferred from the Messenger service to the Statistical Department.

There were several late vacations this year:

Neva Webber, Kennebunkport, Maine.

Mike Hawkins, Harwichport.

Mr. and Mrs. Robertson, Minot.

Alice E. Field, New Hampshire.

Buddy Mutch, New York.

"A horse, a horse, my kingdom for a horse" isn't Harold Dixon's idea of a bargain at all, unless there are a couple of crutches and a few feather pillows thrown in.



Mr. and Mrs. Robertson "At Home"

John Robertson's prize lofts of Homer pigeons recently captured first place in two races, the first from Syracuse to Boston, and the second from Holyoke to Boston.

Margaret Silver, who recently moved her household gods and goods to Boston, is soon to publish a booklet entitled "The Daily Reflections of a Commuter."

We are glad to see Bill Murphy, who was on the sick list for several days, back on the job.

Mary Metcalf, who has been working in the Service Department this summer, has taken up her new duties as stenographer for Mr. Chase.

Miss Penniman, who was telegraph operator at Laconia, New Hampshire, this summer, and has accepted a position as chief operator of the station at Key West, surtituted for Miss Webber during the latter's vacation.

Several boxes of candy, trips to the "Follies," and sundry other things were won and lost during the World's Series, according as the guesses were good or bad.

Speaking of the World's Series, a man in the Main Office picked up his telephone receiver on one of the days when the two teams were battling for the championship and said, "Score, please." The answer came back promptly, "Five to three in the 5th inning." He smiled and then asked for Bill "Score."

Robert Sidler, who has been doing special work in New York City, has been made permanent representative in New Jersey.

Charles Canty, who formerly covered New Jersey, has taken up his duties as special salesman in western New York.

J. F. Ruddy has recently taken charge of the New York Office.

Henry Eddy is making plans to be present when the mud hole in the Franklin Country Club golf course is drained. Henry deposits one or two Spaulding fifties in it every time he drives off the 9th tee.

W. L. Schacht, who recently joined the Building & Roofing sales force, is travelling in western Connecticut.

Ella Dalton is the latest addition to the ranks of the car owners. She is travelling now in a Ford coupe.

Sabina Costello's new Dort has been the object of much comment and admiration.

The display of Neponset Floor Covering, in charge of J. D. Hutchinson at the Brockton Fair, received a good deal of favorable comment. It is conservatively estimated that 185,000 people walked over the three rugs that were laid in front of the exposition building to test the wearing qualities.

After the Fair, one of the rugs was washed off and the pattern seemed as fresh as when it was laid down. Our Brockton dealer, the H. W. Robinson Carpet Company, has the rugs on display in his store.

Winifred Rhind has decided to become a Hermit for the winter.

Mr. Kilham, who recently returned from a trip to Chicago, where he has been getting advertising ideas, found his desk decorated with roses, to prove how glad the top floor was to welcome him home.

Alice Paine has been receiving the best wishes of her friends since the recent announcement of her engagement.

Mike Hawkins is the proud possessor of a new Neponset garage.

450 MILES WITH A LOAD OF WALL BOARD

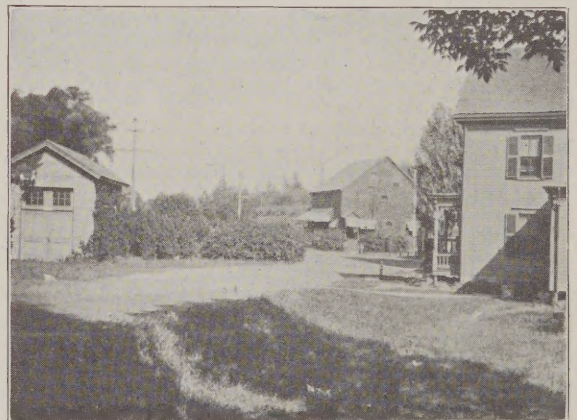
This is the season when dealers want rush shipments. Shipment of an order within three or four days won't do.

One of our dealers, located 225 miles from here, phoned us saying that he was in urgent need of 12,000 square feet of wall board. We told him we could ship within three days by freight. "That won't do at all," said the dealer. "How much will it cost to send it by truck?" Our charge was a dollar a mile, but the dealer thought he could better that.

He called up again in a few hours, saying that he was sending a truck from Yorktown Heights, N. Y., and told us to have the wall board ready.

The truck arrived on time. Shipment was made and dealer and customer were satisfied, but this is illustrative of the disposition of the buyer. He waits until the last minute, demands immediate service from his dealer and the dealer, in turn, demands chain-lightning service from us.

P. H. B.



The Hermitage from the Road

We hear so many tales of the care with which the Scotch guard their pennies and their reluctance to part with any of them that the following story, which is so contrary to the generally accepted idea, may prove interesting:

Because it was too warm to travel by train an elderly Scotchwoman in London desiring to visit relatives in Braemar, Scotland, hailed a taxicab. The ride covered 800 miles. Besides a substantial fare, the traveller gave the driver a \$50 tip.

"Scotty" Robertson thinks she must have come from his town, where such good-hearted Scotch come from.

Chicago News

SAFETY COMMITTEE

The activity of the Chicago plant safety committee deserves the approval of the entire organization. The present committee is composed of H. P. Wilbert, chairman; N. Schreiber, assistant chairman, and L. F. Lance, recording secretary.

Weekly meetings are held and weekly inspection trips are taken throughout the plant. As a result of the first inspection trip eleven desirable recommendations were made.

It is predicted that the safety committee will do much to lessen the accident hazard at Chicago plant.

BENEFIT ASSOCIATION

Superintendent Frank Chiar, John Matcha and J. E. Prairie compose the investigating committee of the Mutual Benefit Association recently chosen by the members in Chicago plant. Since their election many applications for membership have been received.

SUGGESTIONS

The suggestion committee with L. L. Williams as chairman awarded two prizes at its last meeting.

Nick Schreiber was awarded a prize of \$5.00 for suggesting the use of wires to clean the edges on the sheet on No. 1 machine. This improvement has already been installed and a similar installation has been ordered on No. 2 machine.

Harry Cunningham was awarded a \$5.00 prize for the suggestion that a canopy be constructed over the unloading platform to protect felt as it is rolled from the car to the warehouse.



B. & S. Bowlers "The Six-Footers"
Eric Gach, F. Chiar, J. Matcha, J. Voltner,
E. H. Jansen, H. Morman

FIRE BRIGADE

The Chicago plant fire brigade has been completely reorganized with B. D. Roberts as chief. The brigade includes two companies of five men each, besides the following: Captain, L. Lance; Lieutenant, H. P. Wilbert; Assistant in charge of power and steam, J. Bosky; Electrician, P. Wagner; Clerk, John Matcha; Inspector and day watchman, L. Droege.

Company No. 1 includes P. Shikora, T. Morrie, H. Morman, L. F. Lance and H. Cunningham, and is in charge of H. Morman.

Company No. 2 includes B. Macklin, W. Heitz, C. George, B. Cozzi and H. Jansen, and is in charge of C. George.

Fire drills are to be called at stated intervals, and a real defense against fire is to be developed.

PERSONALS

The girls of Chicago office last month gave a theatre party and dinner for Miss Marie Luthin who, until recently, was connected with the Chicago Auditing Department. The committee pleasantly surprised the girls by having present many of the ex-employees, both married and single. A pleasant evening was spent and the girls are looking forward to many similar parties during the coming winter.



B. & S. Bowlers "The Five-Footers"
B. Cozzi, C. George, A. Del Re, Fay George W. Calder

Our Mississippi representative, R. D. Peterson, reports business conditions look very bright for this fall and winter. The recent advances made in the cotton market has stimulated business considerably. We believe this, because Mr. Peterson sent in six dandy carloads on the 26th of September. A nice little volume for one day.

W. L. Downton, who has represented us for several years in Western Michigan, tendered his resignation, effective October 1, 1921. Mr. Downton really introduced Art Craft and Twin Shingles in Detroit and deserves much credit for this work. He has accepted a position with the Whitaker Paper Company as manager of their roofing department, and we wish him every success.

The Chicago office force has noted the remarkable change in the factory in that it is spick and span at all times. We highly compliment the factory force on the appearance of the equipment and tidiness of the store room and factory in general.

E. Crosseup, winder man in the Chicago plant, has been promoted to inspector in the laboratory department. For seven years Mr. Crosseup has been winding roofing in this plant and has watched approximately 15,000 miles of roofing as it came from the machine.

M. L. Caton, L. L. Williams, A. S. Downey and B. D. Roberts attended the meeting of the Prepared Roofing Association at Niagara Falls on September 13-14. Visits were made to the Beaver Board Plant at Buffalo, the National Roofing Plant and the Maltby Plant at Tonawanda, the Lockport Paper Plant at Lockport, and the Certain-teed Plant at Niagara Falls. Mr. Caton, Mr. Williams and Mr. Roberts also visited the Hamilton Plant of Bird and Son, Ltd.

Miss Marie Kelly, who recently underwent an operation for appendicitis, is rapidly recovering and will soon resume her duties in the office.

Joe Blosky, foreman in the kettles and stills department, met with a painful accident early in October. A gas explosion burned his face and hands severely and made his confinement in the hospital necessary. He is recovering rapidly, however, and will soon be back on the old job.

J. H. Gossau has been made assistant shipping clerk.

Paymaster J. E. Prairie surprised the plant and office October 1 by staying away to get married. He anticipated the expectations of the plant by about three months.

C. George is acting as production foreman while J. Matcha is absent on his vacation.

Wm. Heitz has returned to work after an illness of over three months.

Recent additions to the office force are Miss Casson, Stenographic; Miss Naek, Floor Covering; Miss Moore, Sales; and Miss Atchley, Accounting.

B. J. Overholt, purchasing agent, waited until October to take his well-earned vacation.

Erick Gach, besides taking care of Receiving, is assisting Mr. Overholt in Purchasing.

BIRD'S CAR ROOFS

Five hundred cars are now being covered with Universal roofing manufactured at our Chicago plant. The roofing was furnished in 37-foot rolls, 60 inches wide, each roll being of the proper size to cover one-half of the car roof.

A later order for the same material specified three-ply Universal, 60 inches wide and 82 feet long. The take-off man's job is a real one.

PROSLATE SHINGLES

Our first individual shingles were manufactured in October. Though the men were not accustomed to handling them, production was good from the start.



MARRIAGES

On October 17th, Mary Burke, formerly of the Printing Department, and Charles Golden were married. They left immediately for a trip to Washington, and upon their return will reside with the bride's mother in East Walpole.

Cards have been received announcing the marriage of Mary Irene Burbank and William Wilson, September 24th, and of Helen J. Ebbs and Walter Randall, October 3rd.

On October 10th, Mildred McCarthy and John Dolan assistant in the Fibre Case Sales Department, were married in Walpole. After a short wedding trip Mr. and Mrs. Dolan will reside in Walpole.

Invitations to the wedding of Marlitta Brockelman and Spencer F. Martin, which is to take place at Clinton, November 1st, have been received by their friends. The couple are planning to make their home in Boston for the present.

CARD OF THANKS

I wish to thank the girls in the Box Shops and in the Finishing Department of the Building & Roofing plant for the lovely wedding gift of silver which they sent me, and to express my sincere appreciation of their good wishes.

Irene Burbank Wilson.

BIRD & SON, INC., EMPLOYEES' MUTUAL BENEFIT ASSOCIATION

The quarterly statement of the Benefit Association, printed herewith, shows a large expenditure for sick benefits for the months of July, August and September; and also an increase in the expense for doctors' fees for the same period.

The total of the above named expenses, and the insurance premiums, is considerable over the current receipts from dues.

The continued increase in our expenses, with the corresponding deficit, is causing the Officers and Executive Committee of the Association considerable concern.

GENERAL ARTICLES QUARTERLY STATEMENT OF THE BIRD & SON EMPLOYEES' MUTUAL BENEFIT ASSOCIATION Quarter Ending September 30, 1921

Receipts		Expenditures	
Balance on hand,		Sick benefits	\$2411.60
June 30, 1921	\$2712.44	Physicians' fees	886.00
Dues paid, July	\$608.30	Insurance premium	754.09
Aug. 581.90		Treasury certificate	500.00
Sept. 556.70	1746.90	Bird & Son for supplies	26.25
Bird & Son contribution:		Bank balance,	
July \$608.30		September 30, 1921	2005.58
Aug. 581.90			
Sept. 556.70	1746.90		
Interest and dividends on			
investments	106.50		
Entrance fees	77.00		
Return on loans	50.00		
Interest on deposits	12.91		
Outstanding checks			
cr. back	130.87		
	\$6583.52		\$6583.52
Membership			
Members in good standing, June 30, 1921	1064		
Entered during quarter	77		
Lapsed during quarter	57		
In good standing, September 30, 1921	1084		
Assets		Liabilities	
18 Shares Am. Tel. & Tel. Co.	\$1944.00	None	
10 shares Western Union Tel.	840.00		
per cent 30 yr. Gold Bonds Am. Tel. & Tel.	2000.00		
Liberty bonds	1000.00		
Treasury certificate	500.00		
Outstanding loans	45.00		
Phillipsdale emergency fund	100.00		
Neponset Credit Union share	5.00		
Bank balance	2005.58		
	\$8439.58		

JOHN J. LINNEHAN, Treasurer.

Audited and found correct, Ben. D. Rogers, Financial Secretary.

NEPONSET CREDIT UNION

Annual Meeting, November 9, 1921

The eighth annual meeting of the Neponset Credit Union will be held in Lunch Room, off Brigade Room, November 9, 1921, at 4.45 p. m.

There are several questions to come up at this meeting and a full attendance is requested.

THE NEPONSET CREDIT UNION

Our bank continues to grow and to render more and more service to its members.

During the month of September the total receipts amounted to \$4,937.84, about equally divided between deposits and payments on loans. For the same period \$2,380.75 was withdrawn from the bank. This is somewhat larger than usual, but principally because many of the shareholders save a little each month during the year to meet tax and coal bills which come due at this time.

At the close of the month's business there were 354 members, 162 depositors and 92 borrowers. Total liabilities were \$19,279.55.

A CARD OF THANKS

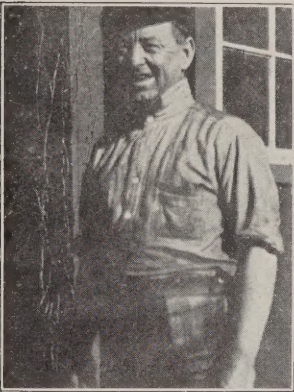
I wish to take this opportunity to thank all my girl friends for the lovely presents they gave me at my shower.

Eva J. Lindequist.

Phillipsdale News

Mr. Henderson, our superintendent, while on a recent visit to Washington, D. C., and other places of interest through the South, had, to the best of our knowledge, an exceedingly fine trip.

Jimmy Casey, one of the members of our Fire Brigade, went to Brockton Fair on October the seventh, to help man one of the pumps, but Jimmy and his men were evidently too strong, for the machine broke on the first try out. Hard luck, Jim!



Jimmie Casey. One of our pipers, the boy that can eat the sandwiches, no matter how large. Doesn't he look it? Notice the front on Casey, we all agree that that boy is there when it comes time to eat.

The electric derrick is all dressed up with a new coat in the form of Twin Shingles of the New Green Color and a new ladder, designed by Mr. Pettingill, which is the last word in strength and safety.

George Inman, the champion tourist of this mill, is again wearing a broad smile as his cruiser is out of the repair shop flying over the roads again. George limped in to work one morning with one of the bearings of his "Oilless" Six making a noise like the Anvil Chorus. George, when asked if he noticed it, said, "Yes, but I don't like riding in street cars."



One of Bird & Son Houses at Phillipsdale,

Pawtucket, our neighboring city, has just celebrated her 250th anniversary, from October 8th to October 12th inclusive; and it certainly was a gala time.

Pawtucket has many things of which she might be proud, particularly the first Sunday School in America, started by Samuel Slater in 1779. The building is still standing on North Main Street. Another building is the Old Slater Mill, which was the first cotton mill in America, erected by Samuel Slater in 1779.

We have had two Riley stokers installed in No. 1 and No. 2 boilers, which are now in operation. The construction of the stokers looks very good and we don't see any reason why they shouldn't be O.K.

The two main highways bordering the entrance to our plant are being rebuilt and when completed will probably

be as good as can be found in the country. They are being rebuilt with Barber Asphalt, known in this section as the Golden Highways. They will cost a trifle over \$80,000 for less than two miles.

Archie Valley, our boss cleaner for a great many years, at the present time is very sick. Archie has been with us for about 13 years and it is with regret that we mention his illness. Archie came here to work when the plant was being constructed and when the plant was completed hired out with Bird & Son and has been with us ever since

FIRE NOTES

On account of rain the fire drill for October was held inside the Brigade Room. Chief Henderson asked questions of the men, covering many points of interest. He also sprung a new idea for the next drill, which will give everyone a chance to say something. At the September drill of the Fire Brigade Chief Henderson and First Assistant Chief Pettingill created a couple of imaginary fires in different sections of the plant, dispatching two companies to save the plant. This was accomplished in fast time.



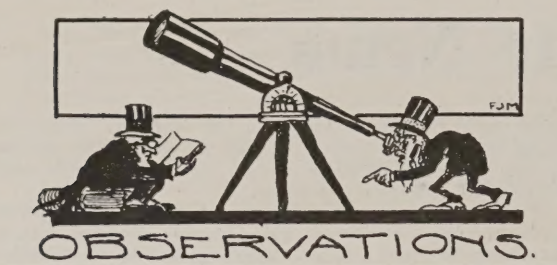
Rexford Salisbury and Family

Rex is our assistant superintendent, a very busy man, and when you look at the size of his family you will think it no wonder that he is busy. He says that a man nowadays has to keep busy when he has a family.

Company No. 4, under Captain Banks, had water on the scene first and no doubt would have made even better time had not our mechanical genius Kelley upset the dope. Ned rushed on an extra length of hose to the roof, but threw the wrong end to the ground, necessitating another trip.

Fred (Tixie) Billings, our gallant Monitor nozzle man, while replacing a hoseman in another company at the same drill said he had quite a few anxious moments while on the roof of DPG, holding the nozzle with a couple of men who did not understand his mysterious words about the innocent and graceful looking curves in the hose, until the water was turned on, forcing him backward nearly to the edge of the roof.

On Friday, October 7th, the employees living in the new property of Bird & Son, Inc., on Roger Williams Avenue, had an opportunity to view the dangers of fire when a large shed near by burned to the ground. The building was hardly more than 200 feet away and a strong wind was blowing, which would have blown the sparks directly on to the tenements had it shifted but very little. A long delay was caused the fire truck on account of the main roads both being under repair and closed to traffic, necessitating a detour.



Our new column of editorial clippings on timely subjects of the day is contributed by P. H. Bailey, C. W. Conrad and S. B. Montgomery.

The points are taken from papers and magazines from all over the world.

If you see any good points on current affairs, send them in and let the committee look them over. Also—CAN YOU SUGGEST a better heading for this column. Send all suggestions to Editor.

At any rate, two can fliv as cheaply as one.—*Baltimore Sun*.
Will blood prove thicker than oil?—*Norfolk Virginian-Pilot*.
War on waste may help make up for the waste of war.—*Cincinnati Enquirer*.
One good thing about a nickel cigar is that it's usually fireproof.—*Toledo Blade*.
The railroads are learning that high fare isn't nourishing.—*Norfolk Virginian-Pilot*.
A woman's face used to be her fortune. Now it's the druggist's.—*New York American*.
Burning the midnight oil doesn't help much if it is cylinder oil.—*Baltimore Evening Sun*.
Bad news for the pedestrian: Another reduction in the price of cars.—*Indianapolis News*.
The world has too many cranks and not enough self-starters.—*Columbia (S. C.) Record*.
When we feed Russia, we can omit the soup. She's already in that.—*Nashville Tennessean*.
Protect the birds. The dove brings peace and the stork brings tax-exemptions.—*Birmingham News*.
A New York surety company says husbands are more honest than bachelors. They have to be.—*Dayton News*.
It is poor economy to cut down on schools and use the money later on jails and reformatories.—*Washington Post*.
Chief Warren Stone says that organized labor "is now facing a crisis." It is, indeed; it must go to work.—*Columbia (S. C.) Record*.
Germany isn't as badly off as some of her neighbors. She won't have to spend anything on victory monuments.—*Brooklyn Eagle*.
Just when England seems to have the Irish question settled, some Irishman asks another question.—*American Lumberman (Chicago)*.
Some people are born failures, some meet with misfortune, and some nurse a perennial desire to get something for nothing.—*Tacoma Ledger*.
The Bolsheviks may not be strong on providing food for Russia, but they are experts at making a hash of things.—*Columbia (S. C.) Record*.
There are thirty-five people to every square mile in the United States, but in Europe it's that number to every square meal.—*Manila Bulletin*.
Charlie Chaplin says the funniest thing in America is the clothes the women wear. Yes, brevity has ever been the soul of wit.—*Nashville Southern Lumberman*.
Henry Ford now predicts synthetic eggs. We've been suspecting Lizzie. Where there's so much clucking and cackling, there should be an egg.—*Little Rock Arkansas Gazette*.
An English critic says Americans lack imagination. He never heard the average American tell how much better he could run the business than the boss.—*Greenville (S. C.) Piedmont*.

BIRD CLUB

At the meeting of the Board of Directors held in the Brigade Room, October 14th, the following officers were elected for the year: Honorary President, C. S. Bird; President, W. W. Wilson; Vice-President, S. W. Smith; Executive Committee, P. R. Allen, chairman, G. R. Wyman, R. G. La Fountain, F. B. Duncan, D. A. Jones, A. H. Anderson, W. E. Sumner and E. H. Bartlett were appointed on the Auditing Committee.

The following were elected chairmen of the various committees: Athletic Committee, M. J. Hawkins; Entertainment, W. J. Score; Membership, L. E. Tarr; Library, H. W. Dixon; House, S. B. Montgomery.

These chairmen will select their own committee members, and the names will be published in next month's "Review."

A vote of thanks was unanimously extended to P. R. Allen, retiring president, and to the other retiring officers and committee members for the fine spirit that was manifested during the year.

ODD FACTS ABOUT ASPHALT ROOFING

From August 31 Salesman's Bulletin

"On many types of autos the running board is covered with a layer of linoleum or other material incased in an aluminum frame. When the linoleum is worn out a very satisfactory substitute that will stand hard knocks is any smooth, heavy weight (55 pounds) prepared roofing of good reputation. In Northern New Jersey many cars can be seen with the running board covered with this heavy weight roofing. However, it should not be used on the floor of the machine, over engine, as the heat will make it stick.

"On the cheaper grade of ready-cut houses or one-story bungalows which are used principally for summer resorts, a very attractive effect can be secured by using red or green slate surfaced roofing as a sort of upper border or finish in some of the rooms. This is particularly true where white wall board is used inside the houses. The red or green roofing is cut to the desired width and applied between the moulding and the top ceiling with the colored surfacing exposed. Only the best quality red or green roofing should be used on such work. The red or green surfacing must necessarily adhere permanently.

"How many know how to recommend the proper method of applying individual shingles? If these shingles (8 x 12½) are applied so that the half-inch space lies directly over the center of the shingle lying underneath, you will only have a one thickness roof. However, if the shingles are applied so that the half-inch space is about 3" from the side of the shingle underneath, you will have a two thickness roof.

"A stranger, noting queer-looking soap dishes in an Eastern factory, examined one of them to see what it was made of. They were hand-made affairs, first cut out of one piece of 3-ply Smooth Asphalt Roofing, bent into shape and riveted on two sides near the top with brass eyelets. The finished article is quite serviceable, and in addition is waterproof, costing much less than any other similar article.

"Many business men who are fond of wearing caps in their off moments, or when riding by auto, find that the average man's cap goes to pieces after the first rain. This is caused by the "peak" getting wet in a rain storm, the lining of cardboard being ruined by the water. This can be remedied by removing the cardboard lining and cutting a piece of (best quality only) 3-ply Smooth Roofing, to the exact shape. Such a lining will stand up under all weather conditions."

BIRD & SON, Inc.
P. H. Bailey,
Sales Manager.

FEW NEW PAPER MACHINES ORDERED FOR NEXT YEAR

New York, October 15.—Significant figures as to the future growth of the paper industry are made public by the American Paper and Pulp Association, which finds that only four new machines are scheduled for installation in the entire industry for 1922, as compared with the 53 machines being installed in 1921.

The record year of 1920, when such mills as the newsprint mills were producing at more than their registered capacity to meet the demands of publishers, was accompanied by the placing of contracts for much additional machinery. The year of 1921, however, with an influx of cheap foreign paper, in the absence of tariff legislation to protect manufacture in the United States, has seen contracts for little new capacity.

Figures just compiled show a total of 53 machines scheduled for this year, and only four for 1922. Of the new machines scheduled this year, eight are for newsprint, ten each for book and board, five for wrapping, six for writing, seven for tissue, two each for roofing felt, glassine and specialties, and one for blotting. The 1922 installations are one for book and three for board. The increase for the two years over 1920 is largest in felts and building with 12.5 per cent, board being next with 12.4 per cent, and book third with 11 per cent. Newsprint shows an increased schedule of 9.2 per cent, tissue of 9, fine papers of 6.2 per cent, and wrapping of 4.7 per cent.

Athletics



BASEBALL

Standing of clubs at close of season of 1921:

	Won	Lost	Per Cent
Office.....	14	3	.823
DM and EM.....	11	7	.611
FB and FF.....	6	11	.353
FX and DF.....	3	13	.188

The second year of the Inter-Departmental Baseball League came to a close September 1st, after a very successful season. Of course, the boys on the Office team not only consider it a successful season but a very satisfactory one, as the standing above will show; but the strong DM and EM team, which was selected at the beginning of the season to take the honors away from the Office, had several bad breaks in some of the games and were unfortunate in losing several very close and well-played games.

Every one of the boys on the four teams, however, had their fun during the season and, on account of the excellent quality of baseball played, the games were much better attended than they were last season, the grand stand being full at nearly every game.

At the beginning of the season, the FB and FF team proved to be very strong on paper but, on account of several of the men who were working on shifts, their team was handicapped many times in not being able to have all their regular players and, in some cases, the games had to be postponed. We believe that, if this FB and FF team had gone through the season with the players



Crowd at the First Game in the Walpole-Norwood K. of C. Series

they started with in the spring, the league standing would have been very much different at the close of the year.

FX and DF team also started out very well, but, after Russ Tupper sprained his ankle, the team lacked a leader and slumped into last place so that, by the time Tap Geary got out of the hospital after his sickness, it was too late to

climb out. With the help of John O'Donnell, however, they made some very good showings and proved to be one of the strongest adversaries of the Office team.

The Office had practically the same team this year that it had last, and every night it was possible for the fellows to get to the game. This is one of the best reasons why the Office won so many of its games; although it did appear that the Office was more fortunate in winning out at the last minute in several of their games than any of the other teams.

Each team claims at least a couple of stars, several old-timers and some future big league material. At least five of the players in the Inter-Departmental teams played on the champion Walpole K. of C. team this year, which made such a remarkable season's showing.

One of the reasons why the season was such a success and why each game was played off in a snappy fashion right up to the finish is on account of our "Ump," Frank Murphy, who is shown with ball and indicator on the next page.

QUOITS

The tournament for the silver cup, which is being closely followed by the quaiting enthusiasts, has entered the third round. There have already been some very close and interesting matches. The winner will be announced in next month's *Review*.

"MOVIES"—BIRD HALL

The following pictures will be shown in Bird Hall for the month of November:

Wednesday, November 2. Special, "Broken Blossoms."
Saturday, November 5. Dorothy Gish in "Little Miss Rebellion."

Wednesday, November 9. Special, "The Great Redeemer."

Saturday, November 12. Douglas MacLean in "The Jail-Bird."

Wednesday, November 16. Dorothy Dalton in "Half an Hour."

Saturday, November 19. Mary Miles Minter in "The Little Clown."

Wednesday, November 23. H. B. Warner in "One Hour Before Dawn."

Thanksgiving, Thursday, November 24. William S. Hart in "Cradle of Courage."

Saturday, November 26. Blanche Sweet in "The Deadlier Sex."

Wednesday, November 30. May McAvoy in "A Private Scandal."

"MY JOB"

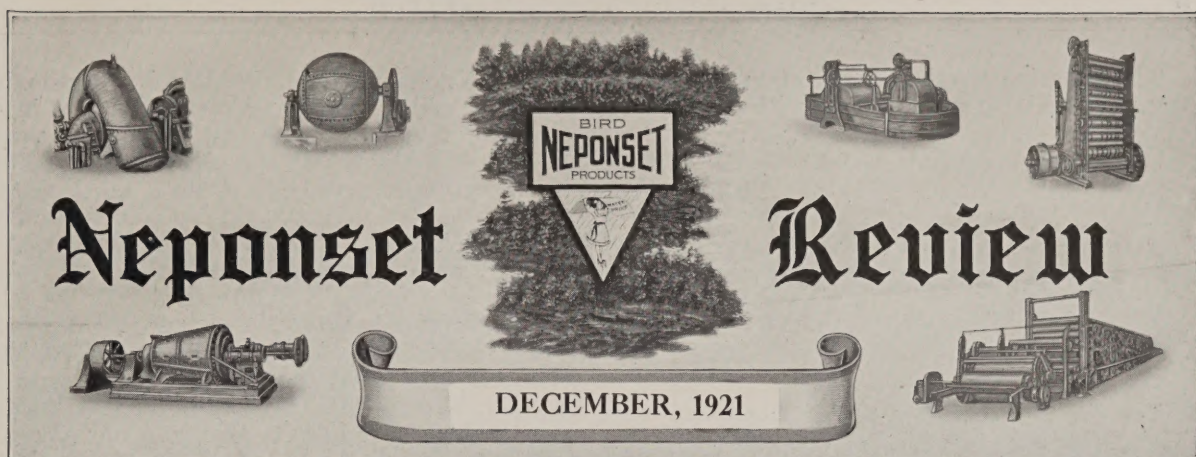
It isn't as big as the other chap's
With the flaming sign,
It isn't as marked as your own, perhaps,
But it's mine.
Just my own little Job to hold down tight,
Freeze to and stand to
With man's strength and might.

It doesn't go down to the golden way,
Sun kissed and alight,
It isn't all laughter and cloudless days,
But it's mine all right.
My own little Job that I have to do,
Earnestly, faithfully, fearlessly, too.

Smile while you are awake and you will laugh in your sleep.



(1) Office Team: Back row, left to right, Dolan, Schaier, Hawkins, captain; Wm. Murphy, Smith, manager; front row, left to right R. Higgins, Campbell, White, Whitney. (2) DM and EM: Back row, left to right, Fisher, W. Duncan, Burke, manager, Mason, Cullinane; middle row, left to right, McNeely, Traverse, W. Murphy, F. Duncan, captain; front row left to right, Kimball, Mattson. (3) FB and FF: Back row left to right, Crooker, Powers, Flowers, Martin, manager; front row, left to right, Kimball, Tucker, O'Brien, H. Higgins, Bernier. (4) FX and DF: Back row left to right, O'Donnell, Higgins, Geary, Travistino, Bowles, front row, left to right, Kimball Wallace Eppich Donovan (5) Umpire, Frank Murphy



VOL. VIII.

NO. XII

Safety Banner Awarded to Main Plant

DM Had No Accidents in October



The Main Mill Safety Committee

J. B. Maguire, R. L. Tupper, S. W. Smith, chairman, A. A. Smith, R. G. LaFountain, D. H. Regan, H. D. Taylor, F. W. Fisher, Safety Inspector, J. J. Burke.

The accident record was high for October. There were 11 lost-time accidents and a total of 113 days lost.

The Box Shops are close on the Main Mill's heels with only 1 accident, while FB spilled the beans entirely with 5 accidents and 60 days lost.

The standing of the plants is as follows:—

	No. Employees	No. Accidents	Days Lost	Stand.
DM (DF & DV)	238	0	0	1.000
FX1 and 2	170	1	7	.962
EM and ER	130	2	12	.908
FF	190	3	34	.862
FB	271	5	60	.830

The following are the injuries occurring during October which caused lost time, with the number of days lost during the month:—

Building and Roofing Plant—Felix Glastio, 15 days; Antonio Cregnalo, 16 days; Eric Harrison, 5 days; Dominico Frederico, 23 days; Amelia Novia, 1 day. Total days lost at FB—60.

Floor Covering Plant—Joe Waksemovicz, 25 days; Charles Witosky, 7 days; J. A. MacAloney, 2 days. Total days lost at FF—34.

Maintenance Department—Albion Gottburg, 10 days; Adam Bock, 2 days. Total days lost in EM and ER—12.

Old and New Box Shops—Vincent D'Espinosa, 7 days.

For the first three weeks of November, the Main Mill (DM) and the Box Shops (FX1 and 2) have both shown clean slates, with no lost-time accidents and, consequently, are in the lead.

FB has had three accidents so far in November—James Belcher, who cut his hand in a squeeze roll while cleaning them and received a slight contusion; Sylvia Tronti, who strained his back lifting a platform; and Oscar Johnson, who got his right hand caught in No. 7 machine winder, breaking several bones in his hand.

EM had one lost-time accident occasioned by Dave Regan jamming his finger between some die castings and later becoming infected.

FF has had one accident, when the printing machine post fell on Paul Wadlow's foot, causing a painful contusion.

Michael Connors, while helping take off rivets from some spiral piping in SM, received a painful injury when one of the rivet heads hit him just below the eye.

S. H. Kay, chief draftsman, met with an accident on November 17th which, while proving

shirt. His outer clothing was torn into hundreds of pieces and his underclothes were made into strings. This, of course, all happened very quickly, and it was only the presence of mind of Mr. Kay which saved him from a much more serious accident. He was able to hold on to the ladder on which he was standing and, consequently, was not wound around the shaft. As soon as his clothing was torn from him, he fell backward off the ladder, a distance of eight or nine feet, landing on his shoulder. Mr. Gladding was near him when the accident occurred and saw Mr. Kay fall, but he was on his feet before Mr. Gladding could get to him, and was able to walk into the oil room. After careful examination, it was found that, aside from the severe wrenching and multiple skin abrasions, Mr. Kay also sustained a fracture of one of his ribs. He is continuing to show improvement every day and, within a short time, he expects to be back to his regular duties.

During the month, the Somers & Drisko Construction Company, which is doing the new work on FX1, has had three accidents. Walter Johnson, a carpenter, fell from a staging on November 10th and sustained a contusion of the skull which necessitated his being taken to the hospital where he remained about a week. Patrick Cochran also received a scalp wound by being hit by a falling plank; and Louis D'Espinosa also received a bad contusion of the hand on account of a falling timber. All these men were treated at our Emergency Hospital and are getting along very well at their homes.

CARELESSNESS

"I am not much of a mathematician," says Carelessness, "but I can add to your troubles, subtract from your earnings, multiply your aches and pains, take interest from your work and discount your chances for safety. Besides this, I can divide your thoughts between business and pleasure and be a potent factor in your failures. Even if I am with you only a small fraction of the time, I can lessen your chances for success. I am a figure to be reckoned with. Cancel me from your habits and it will add to your total happiness."—*The Kansas Official.*

BIRD HALL

Moving Picture Program for December

Saturday, December 3.
Bryant Washburn in "A Full House."
Wednesday, December 7.
Wanda Hawley in "The Snob."
Saturday, December 10.
Special, "Deep Waters."
Wednesday, December 14.
Special, "House of the Tolling Bell."
Saturday, December 17.
Charles Ray in "An Old-Fashioned Boy."
Wednesday, December 21.
Ina Claire in "Polly with a Past."
Saturday, December 24.
Bebe Daniels in "Two Weeks with Pay."
Monday, December 26.
Mary Pickford in "Pollyanna."
Wednesday, December 28.
Marion Davies in "Restless Sex."
Saturday, December 31.
Special, "Web of Deceit."



Beginning of Work on Addition to Rug Storage Building at FF

very painful and giving Mr. Kay a bad shake-up, did not prove nearly as severe as one might imagine or would probably happen 999 times out of 1000. Mr. Kay was on a ladder, near a revolving shaft, under No. 1 Sorting Room, taking measurements, when, in some manner, his clothing came in contact with the shaft or one of the safety collars. His clothing was entirely torn from his body, the only thing remaining on him being his shoes, one stocking and a part of another, his collar and necktie, and a small portion of his

NEPONSET CREDIT UNION SHOWS BIG GAIN

BANK IN FINE CONDITION AT END OF YEAR

The annual meeting of the Neponset Credit Union, which was held in the Brigade Room, November 9th, was attended by many of the shareholders, who were greatly pleased at the excellent financial condition of the organization, as shown by the Treasurer's report. During 1920, the receipts amounted to \$60,886.07. The year's profits were \$767.91. According to the by-laws, 20 per cent of the profits, or \$153.58, was transferred to the Guaranty Fund leaving \$614.93 available for dividends, as shown on annual statement.

On recommendation of the Board of Directors, a dividend of 7 per cent was declared.

It was also voted to continue paying $4\frac{1}{2}$ per cent interest on deposits, leaving it to the Board of Directors to change the rate according to the quarterly reports if they think best.

The amount of deposits which draw interest now is \$150.00, and it was voted not to increase the limit, since the object of the Credit Union

Board of Directors: W. E. Sumner, Emma L. Griffin, B. R. Taylor, A. C. Urquhart, J. J. White, C. D. Savage, J. H. Smith.

Credit Committee: H. H. Miller, D. J. Cullinane and George E. Smith.

Supervisory Committee: A. H. Russell, A. H. Anderson and B. D. Rogers.

ANNUAL STATEMENT NEPONSET CREDIT UNION

November 1, 1920, to November 1, 1921

Receipts		Disbursements	
Balance on hand,		Paid dividend	\$ 233.34
Nov. 1, 1920	\$ 1,078.76	Expense	77.37
Interest	1,249.09	U. S. Treas.	
Entrance fees	19.75	Certificate	7,007.50
Dividend	.88	Interest	39 .69
Paid in on shares	4,855.75	Paid on loans	24,639.43
Paid in on savings	24,341.96	Paid on savings	25,421.86
Paid in on loans	25,332.38	Paid on shares	2,275.92
U. S. Treas.		Balance on hand,	
Certificates	4,007.50	Nov. 1, 1921	830.96
	\$60,886.07		\$60,886.07

JOIN THE CREDIT UNION AND GROW WITH US

Established 1915

	RECEIPTS	EARNINGS
1916	\$ 10,352.89	\$ 159.94
1917	21,845.49	301.14
1918	19,661.33	294.48
1919	21,614.53	350.28
1920	39,409.93	457.32
1921	60,886.07	767.91

NEPONSET CREDIT UNION BANK

The bank has shown a marked increase every year except during the years when all were buying Liberty Bonds. If you are not a member you should become one now. **It's a good investment. It's a good place to save and when you find it necessary, it's a good place to borrow.**

is not to get large deposits but to promote thrift. After an employee has saved \$150.00, he may transfer part of his savings to shares or he may withdraw his savings and invest in a cooperative bank or deposit in one of the savings banks.

The shareholders voted that the amount allowed on an unsecured loan be left at \$150.00. All loans, of course, are issued with the approval of the Credit Committee.

By unanimous vote, the retiring members of the Board of Directors, John Smith and B. R. Taylor, were reelected; H. H. Miller, George Smith and D. J. Cullinane were reelected members of the Credit Committee; and A. H. Russell, A. H. Anderson and B. D. Rogers were reelected members of the Supervisory Committee.

It was voted to join the Massachusetts Credit Union League.

The organization has grown steadily during the year, both in number of members and in amount of deposits. At the present time there are 353 members, over 50 of whom now hold 20 shares, which is the maximum number allowed.

The officers are: W. E. Sumner, president; Emma L. Griffin, treasurer; B. R. Taylor, clerk.

Profit and Loss Statement for Year Ending

October 31, 1921

Interest received,	\$1249.09	Expense	\$ 77.37
		Interest	399.69
		Dividend	4.12
		Profits for the year	767.91
	\$1,249.09		\$1,249.09
Profits for the year	\$767.91	Transferred to	
		Guaranty Fund	
		20 per cent of	
		yearly profits	\$153.58
		Available for	
		dividends	614.33
	\$767.91		\$767.91

THE "REVIEW" AT SPRINGFIELD

Our good friend, the manager of our Labor Bureau, certainly made a hit at the Direct Mail Advertising Convention, held in Springfield, last month, when he talked to about 2000 people from all over the United States and Canada on the subject of "House Organs."

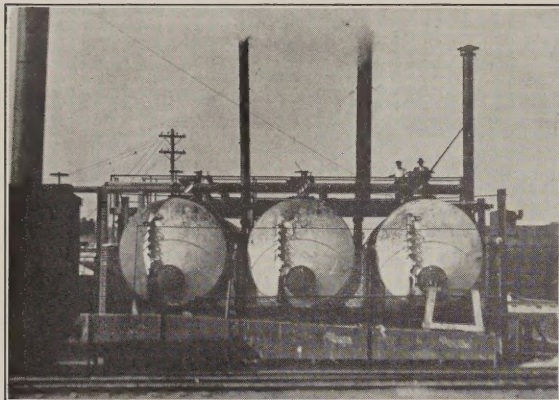
He showed how successfully the house organ can be edited in dull times as well as in good times. All seemed interested in the methods used in getting out the "Neponset Review," and in the fact that the "Review" had aided in keeping up our spirits during the dull period.

A. D. K.

THE ASPHALT BLOWING PLANT AT FB

A new department has been started, FBQ. This is a department for blowing our coating. It consists essentially in a battery of three stills supported horizontally on brick settings and fired from beneath by fuel oil. In a house close by there has been installed such auxiliary apparatus as necessary, blowers, pumps, etc.

The soft material is pumped into the stills and heated to a high temperature. Air is then introduced, mixes thoroughly with the molten asphalt, and exhausts from the top of the still. After a few hours of this treatment



Battery of Stills
New Asphalt Blowing Plant at FB

the soft material becomes hardened to the consistency of the coating asphalt and is ready to be pumped to the roofing plant. The stills have a capacity of 150 tons of coating per day in process which gives us a capacity of 100 tons per day if the roofing plant demands it.

We have used the word "stills," but perhaps a more correct name would be "converters," because the action taking place inside is purely a chemical one and not one of distilling. Oxygen is the hardening agent and the process might be chemically classified as oxidation.

D. B. K.

NINE YEARS' PROGRESS OF PREPARED ROOFING INDUSTRY

We quote part of an article from the October 25th issue of Building Supply News:—

"The highest production claimed for wooden shingles was in 1909 when 10,400,000 squares were shipped. In the same year the shipments of prepared roofing amounted to 9,100,000 squares. The shipments of wooden shingles declined steadily until in 1918 the low figure of 5,100,000 squares represents the annual shipments. In the meantime sales of asphalt shingles and roll roofing have steadily increased so that in 1918 shipments reached a total of 26,600,000 squares. In 1919 and 1920 wooden shingle shipments show a small increase, but this was conspicuously offset by large increases in the shipments of prepared roofing which reached the high record of 30,000,000 squares.

"With a 1920 volume of 30,000,000 squares and a 1921 volume that has been running 80 per cent of last year, a dealer should have no difficulty in convincing himself that the logical roof is either one of asphalt shingles or roll roofing. The 1920 shipments of asphalt shingles and roll roofing were sufficient to make two paths to the moon each a foot wide, one a slate surface to go up on, and the other a smooth surface for sliding back. The moon is 250,000 miles away. Who knows but that the man in the moon sleeps under asphalt shingles? A wise dealer realizes that somehow he should be able to get his share of profit in the turn-over of a commodity so vast in volume as to make two paths to the moon in one year."

P. H. B.

WALPOLE HOME BUILDING CO., INC.

New Street

The Walpole Home Building Co., Inc., is working at present on building and grading a new street which is to extend through from Washington Street in East Walpole at a point opposite June Street and connect with Pleasant Street. When this street is complete it will open up quite a number of desirable building lots and will also furnish a short and convenient route for people living on Pleasant Street to reach Washington Street.

It is expected that this street will be cut through and graded this fall to a point where it can be accepted by the town another spring. As soon as possible after that, water pipes will be installed upon the street so as to open it up for building new houses.

TIOT LUNCH

Change of Management

About November 1st Mrs. A. M. Ritchie, who has acted as manager for the Tiot Lunch for nearly three years, completed her services at the lunch room and her place is now filled by Mrs. Frances H. Lovejoy, who comes to East Walpole from Portland, Maine.

Mrs. Lovejoy has had the advantage of training at the Domestic Science School of the Y. W. C. A. in Boston, and successfully conducted a restaurant and tea room at Provincetown during the past summer. Her training and experience fit her to manage successfully the Tiot Lunch and, with some changes and new features which are being planned, this lunch room should be well patronized by the public.

One of the features which may be added to the lunch room will be to do a little in the line of catering for private parties who may desire a dinner or refreshments of any kind served during the evening, as the lunch room is large enough to accommodate a party of 75 or 80.

Coffee or cocoa may be purchased at the lunch room in quantity at any time, put up in insulated cans suitable for carrying to a distance. Baked beans and brown bread are also on sale at the lunch room every Saturday afternoon, orders being left on the previous day by those who desire to obtain a supply on Saturday.

Moving a Brook

It is not an uncommon occurrence to move a house, but it is very seldom that you see anyone undertaking to move a brook. But this is what has been done by the Walpole Home Building Co., Inc., in an attempt to improve the conditions of the water which flows into the small pond located in Francis William Park on Walcott Avenue.

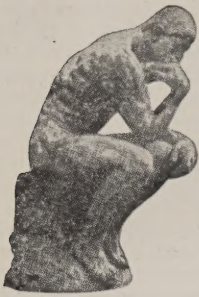
The old location of this brook at the rear of several tenement houses was such that the water was badly polluted by sewage and the only remedy seemed to be a new location for the brook. Frequent appeals to the local Board of Health brought no results in this matter, so that the Walpole Home Building Co., Inc., as the owners of the land through which this brook runs, undertook the work of moving the brook to a new location, at considerable expense.

It is expected that this change in the brook will make a great benefit in the condition of the pond on Walcott Avenue.

Sale of House in East Walpole

The Walpole Home Building Co., Inc., have sold for Wm. P. Landy his house located at 201 East Street, East Walpole, to Mrs. Vivien McGrane and Fred Loring, who occupy it as a home.

Overwork gets altogether too many cusses for the crimes committed by Overworry.—*Tom Drier.*



Suggestion Column

The following suggestions were accepted during the month of October and the standard prize of \$5.00 awarded for each:—

Have Cobalt Drier Shipped in Wooden Barrels,
Dept. FF—William J. Boyd, FFM
Improvement on No. 9 Fire Door at FB—
Florence Buckley, FBP
Spout Under Settling Tank at DP—

Edward Medbury, DP
Jogging Attachment on No. 9 Press, FXP—
Arsene Marchand, FXP
Put 45-Degree Elbow on End of Saturating Pipe
in FBPM1 Saturation Pan—

John Mattson, FBM
Change Location of Ladder at End of FBPM1
Cooling Rack—John Mattson, FBM
Change Cable that Pulls Sheets Into Oven at FF
—Louis Vingillia, FFD
Install Signal in Blower Room Over FF6—

Carl Johnson, FFX
Install Turntable in Rug Finishing Room, FF—

Carl Johnson, FFX
Turnbuckle for Hanger Chains, FF—
Otto Wenstram, FFX

THE PLACE OF PAPER IN AMERICAN INDUSTRY

The United States has 818 paper and 322 pulp mills.

Their product in 1920 passed the billion dollar point in value.

Production figures, in tons:

Grade	1909	1920
News.....	1,175,554	1,511,968
Book.....	677,327	1,104,464
Board.....	883,088	2,313,449
Wrapping.....	763,067	1,043,812
Fine.....	198,213	389,322
Tissue.....	77,745	177,447
Hanging.....	92,158	113,824
Felts and Building	225,824	366,941
All Others.....	123,732	313,387

Total..... 4,216,708 7,334,614

Some 1920 values: Book, \$220,000,000; Board, \$200,000,000; News, \$150,000,000; Fine, \$150,000,000.

Twenty-three companies report new pulp mills erected or projected in 1921.

Number paper machines in operation in 1921—1700.

Library

Too Busy to Read

"An hour with a book would have brought to his mind
The secret that took him a whole year to find.
The facts that he learned at enormous expense
Were all on a library shelf to commence.
Alas! for our hero, too busy to read,
He was also too busy, it proved, to succeed.

"We may win without credit or backing or style;
We may win without energy, skill or a smile,
Without patience or aptitude, purpose or wit—
We may even succeed if we're lacking in grit;
But take it from me as a mighty safe hint—
A civilized man cannot win without print!"—*Ex.*

This rhyme strikes home to so many of us. How easy of access are the sources of information at the present time! Is it appreciated? A sure way to advance is to study and to apply the knowledge gained.

Are you using our own library as much as you might? We have a good many of the best technical books and are adding from time to time, besides obtaining loans from other libraries. A set of books of considerable interest treats of the complete course of paper making. It is compiled by the vocational education committee of the Pulp and Paper Industry of the United States. Two volumes have already been issued and are now in our library.

Last week was observed throughout the country as children's book week. Every one especially interested in the welfare of the children was asked to interest the parents to encourage reading in the family and the accumulation of good books. A good selection for Christmas gifts may be made from the lists in our library especially recommended by educators.

Some recent additions to the library:

"Occupations," Gowin & Wheatley. A text book on vocational guidance, of interest to the young man about to choose his life work and parents searching for information which shall assist them in their decision.

"The Secret Springs," Harvey & Higgins. A new method for the correction of physical ailments.

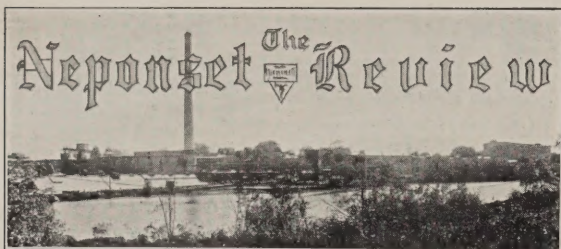
"The Indians of Today," George B. Grinnell. Describes their transformation from dependents of a few years back to what gives promise of useful citizenship.

"The New Jerusalem," Gilbert Chesterton. Essays on Eastern problems.

Good stories: "Whispering Smith," Spearman; "Graydon of the Windermere," McKowan; "Scattergood Baines," Kelland; "Wrong Twin," Wilson.

A PROFITABLE DIVERSION FOR WINTER EVENINGS

The Massachusetts Agricultural College offers correspondence courses in agriculture from a period from October 1 to May 1. Entrance may be made at any time, and instruction is free, except that a fee of \$2.00 is charged to cover small expenses. This is really a college course, only conducted by mail; the regular college instructors have prepared the courses and a student receives the best the college can give. The courses are practical and do not require any scientific preparation. A list of the subjects is in the library, also some of the helpful bulletins they issue on poultry growing, fruit, vegetable, and flower culture. We should be glad to get any further information desired.



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Editor and Publisher, B. D. ROGERS

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Library	A. S. BLANEY
Suggestions	M. E. KALER
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Main Office	A. M. BROWN
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Hamilton	W. R. MCNEIL
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Chicago	L. L. WILLIAMS
Athletics	A. W. SMITH
Health	M. R. LEAVITT

Printer

F. R. MEYER

Business Manager

A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

The talent of success is nothing more than doing what you can do well, and doing well whatever you do.

—Longfellow.

ARMISTICE DAY, NOVEMBER 11TH, 1921

On Friday, November 11th, the people of the United States stopped their work and stilled their clamor to offer their full measure of honor and gratitude to the unknown soldier who lost his life and identity in the great war and who on that day was reverently laid at rest in the National Cemetery at Arlington.

Hardly a king in history has received such a tribute as went to this soldier of the republic. We do not know his name, nor whence he came, nor where he fell. We only know that he gave the last full measure of devotion in the nation's cause, and forever he is enshrined in the heart of the American people. He stands as a symbol of the ideal American soldier, and we rightly endow him with all the qualities which make the ideal so great a factor in our daily living and thinking. In honoring him for the fullness and greatness of his sacrifice, we renew our pledge that he shall not have died in vain. In his tribute President Harding expressed the thoughts of the whole people: "It is fitting to say that his sacrifice, and that of the millions dead, shall not be in vain. There must be, there shall be, the commanding voice of a conscious civilization against armed warfare. . . . I can sense the prayers of our people, of all peoples, that this Armistice Day shall mark the beginning of a new and lasting era of peace on earth, good will among men."

It was fitting that this solemn expression of the nation's deep feeling should be followed almost immediately by the opening session of the Conference on the Limitation of Armament, when the leaders of the great nations of the world came together to put forth every effort that the hopes and aspirations of the people, which were evidenced at the funeral services of the Unknown Soldier, might be translated into practical policies laid down for the con-

duct of the countries of the world in their international relations. The speech of Secretary Hughes, outlining the suggested program of the United States, gave us reason to hope that the outcome of this Conference may be far-reaching in bringing lasting peace to a war-weary world.

LEARN TO EXECUTE YOUR IDEAS

"We reprint another *Building and Roofing Salesman's Bulletin*, recently issued. The thoughts reflected from this can apply not only to salesmen but to any worker, whether he be trucker, machine man, clerk, foreman or executive."

The one thing that has put you where you are today is your ability to *execute* your ideas. There are thousands of people who are filled with wonderful ideas for getting results, but take a look at their scores! Where do they stand? A good many of them are bunched together down at the foot of the class. Why? No matter how good their ideas are, they have not the ability or the stamina to *execute* them.

One of the best things about being a salesman is that you do not have to wait for some one to die or retire in order to step up the ladder. The salesman holds his destiny in his own hands. Every salesman, practically speaking, writes his own pay check.

Salesmen who have fine ideas and who never execute them are like inventors who are geniuses as inventors but don't know when to stop inventing and begin manufacturing.

Let each one of us take his own case. We read something in a magazine or perhaps in a bulletin, or pick up an idea from some other salesman or an idea pops into our mind and we are impressed with the soundness of the idea. Do we just let it go to seed or do we put that idea to work?

What are we all doing with our ideas? Have they been laid aside and now are rusting away or are they working and producing for us?

P. H. B.

OUR TOWN GOVERNMENT

For a better distribution of our tax money, for a more business-like government, take part in the discussion now going on in many quarters and reported each week in the *Walpole Times*. Every progressive citizen is interested in reform in the administration of our town affairs and undoubtedly in the revival of the movement to consider the advisability of adopting the town manager plan which has worked so well in similar communities.

This question was looked into very fully, as far as Walpole's needs were concerned, some five years ago. A report was made by the committee who submitted a charter prepared with the assistance of experts of unquestionable authority. That every one might be fully informed and ready for discussion, it was published in pamphlet form for free distribution. We still have a quantity in our library. If you have not a copy already, ask for one. Many a measure does not receive the full support of the people, owing to the fact that it is not clearly understood.

WE HAVE HELPED OTHERS—WHY NOT YOU.

It is Bird & Son's earnest wish that everyone shall be placed in the position for which he or she is best fitted and where they will be happiest.

In an organization like ours, there are many jobs which require special training or experience, such as machine shop practice, drafting, wood-working, printing, or along clerical lines. Whenever it is possible, we try to fill such jobs from within our own plants. If you have had experience and training, or are now studying, along some line other than the one in which you are working, speak to your foreman or department head, come in or send a statement of your training and experience to the Employment Office, so that when an opportunity comes which would interest you, you may be given consideration.

Labor Bureau.

MRS. BIRD APPOINTED TO ADVISORY COUNCIL

Great interest and deep satisfaction is felt in the choice of Mrs. Charles Sumner Bird as one of the four women President Harding has chosen to be members of the Advisory Council at the Washington Conference on Reduction of Armament by International Agreement. The others are Mrs. Martin Eagan, Mrs. Katherine Phillips Edson and Mrs. Alice Ames Winter. Mrs. Winter also belongs to Massachusetts. She was born in Boston, the daughter of Rev. Charles G. Ames, and graduated from Wellesley College.



Mrs. Charles Sumner Bird

Mrs. Bird has been closely identified with, and an active leader in, the progressive and philanthropic work of the state. She was chairman of the State Suffrage Association when Massachusetts ratified the Federal Suffrage Amendment and has been an active worker in the Massachusetts League of Women Voters, serving as regional director and also as chairman of the League's Disarmament Committee. Her work for this cause has been of particular value as it has aroused, mobilized and made known at Washington the sentiment of the women of the state.

Mrs. Bird will take with her, when she goes to Washington, November 10th, a memorial resolution signed by all the leading women's organizations of the state. These resolutions with their official signatures have been bound

and the volume, entitled, "Resolutions Sent to Warren G. Harding, President of the United States, by the Women of Massachusetts," will be presented to Mr. Harding by Mrs. Bird.

The resolution is as follows: "We, the women of Massachusetts, grievously concerned over the economic burdens brought about by the late war, under which all nations are staggering, and fearful for the future of our children, wishing to express our deep satisfaction in the step you have taken to abolish war by calling the great nations to confer upon limitation of armaments through an agreement among all nations, have adopted the following resolutions:

RESOLVED: That we, women of Massachusetts, hereby declare ourselves unreservedly in favor of limitation of armaments by international agreement and pray that definite results may be accomplished. Be it further

RESOLVED: That we pledge our united support to our President in this effort to secure the results for which the Conference is called.

PINCHOT BOOSTS SCOUTING

Gifford Pinchot, commissioner of forestry for the state of Pennsylvania, is highly enthusiastic about the scout program and believes that through scouts much can be accomplished in interesting the public in conservation measures. In his foreword to the booklet entitled "The Boy Scouts' First Book of Forestry," written by Joseph S. Illick and published under the auspices of the Pennsylvania department of forestry, he makes the following interesting statement:—

"Scouting is worth while. It makes real boys and then turns them into real men. A good scout makes a good American. A good American makes a good citizen, and good American citizens make the first nation in the world.

"Scouting is good fun, but it is a lot more than that. It is the best kind of preparation for whatever life is to bring in the days ahead. A good scout is seldom or never caught unprepared, and a man who has grown up out of a boy scout is always ready to meet the present and the future with head up, eyes front, and shoulders back.

"There is a lot more in the United States than can be seen from a street car. It is the land, and the boys and men, girls and women who know the land who make the strength of this and any other country. Not the least valuable thing about scouting is that it teaches the city boy to know the country, and the country boy to know the country better than he otherwise would.

"The forest is not only the mother of the fountain, but the mother of men as well. Our ancestors lived in the forest. We live upon it. Wood is still the most useful of all materials, and will continue to be for many years after you and I have passed to our reward.

"Scouts render services of great value to their nation and state by understanding the forest and taking part in its protection. It is just as important for people to think about preventing forest fires as it is for them to think rightly about preventing fires in a town, or any other similar calamity. When you help to make people respect and appreciate the forest you help in its protection.

"An understanding of the forest and of the conservation of all natural resources is growing rapidly among scouts. In two years the number of badges awarded to boy scouts in forestry grew from 153 in 1917 to 513 in 1919. I would like to see still more awarded.

"Every scout who gets this book will, I hope, not only study its pages, but take it with him into the forest, compare what is here printed with what he finds outdoors, and so get to know the forest, which is the home of scouting, and a great necessity for the welfare of the human race."

Notes from the Plants and Offices

MAIN PLANT

James Geary of No. 15 machine, better known as "Rusty," put in a couple of sick days after eating too much of the ice cream purchased by John Ready.

When is a bet not a bet?

Answer: When Jim Kivlin holds the stakes.

There were several pounds of rice left on the church steps after James Connors was married. They are still waiting for him to go up with a broom and clean up around there.

Would you believe it? Harry Mann and John Burke didn't get home until 2 a. m. one recent Sunday morning. No, it wasn't a friendly game of African golf—the engine on the last train out broke down.



Charles Manning, John, Walter and James Sword, at Sebago Lake, Me., with a day's catch, including an 8 lb. salmon

Jim Kivlin has stored his car for the winter months.

We are sorry that our manufacturing manager was confined to his home for a week by illness. If Exeter had lost—well—but they didn't.

Not a long time ago, Bob Morse and Harry Tower were caught in a squall while out fishing in a rowboat and nearly drifted out to sea. Bob says he could feel himself losing weight during those awful minutes when he was headed straight for Europe, and as for Harry Tower, he hasn't been the same since.

The new garage in the mill yard is greatly appreciated during these driving rains, and those who are to have stalls in the larger one near the Hermitage are looking forward to its completion.



WHO'S WHO

George Wallace, who has been belt man at the Main Mill since 1914, in one of his rare quiet moments. Besides being a belt man, George is also an entertainer of note.

Elsie Kirk has been transferred from the Cost Accounting Department to the Mill Office, and is now playing opposite our leading man, Gus Hills.

Charlie Paine has been appointed custodian of the heat in the Mill Office. It is a hard job to satisfy all, as some are more cold-blooded than others.

Frank Murphy is studying football rules so that he can officiate at football games as well as in baseball games.

John Curran has his third tractor and is happy. Now to keep them charged. James Houlihan is John's head chauffeur.

CHRYSANTHEMUM CLUB

The first anniversary of the club was celebrated in a fitting manner by a theatre party to the "Passing Show."

The girls ushered in Hallowe'en with appropriate ceremonies. The girls all came in costume and they were all so unusual that no prize was awarded for the best and most original.

BOX SHOP

We are sorry that Ethel Havey is ill at her home and hope that she will make a quick recovery, as we miss her smile.

Esther Kazeta, who recently underwent a serious operation, is rapidly recovering and will soon be able to resume her duties in the Shoe Carton Department.

Twelve of the young ladies from the Printing and Flower Pot Departments went on a theatre party to Boston on November 5th and returned with a story of a



The First Steps in the Work of Adding Another Story to No. 1 Box Shop

good show and a wonderful dinner at the Crawford House. We are a bit bewildered, though, as the following note will testify. We know there weren't two parties of Box Shop girls in town November 5th. Do you suppose they had two dinners?

Saturday evening, November 5th, several of the FX2 girls dined at Healey's Cafe. Nothing alarming took place while they were there, but after they left there was a sudden shortage of sugar, also of waiters, as two of them were unable to stand the sudden prosperity that came in the line of tips.

R. G. LaFountain will lose his job at the Bird Club if he is not more attentive to his duties there. Dick was away one night and the result was that several club members overslept the next morning.

The small room back of FX2 slitter was quite a trysting place for a short time, but it was too good to last.

Wanted: Tin helmets for FFX men.

The roof of FX1 is being raised and another story added to the building to care for future requirements.

Jack Clancy, of the Blank Press Department, came to work one morning a short time ago, singing and laughing, and, in fact, showing very marked signs of great happiness, which was especially notable as our Jack is usually very quiet. When someone asked him the cause of his joy, he threw out his chest and proudly announced, "It's a girl, and she's just like her Dad." We extend hearty congratulations to Mr. and Mrs. Clancy.

NORWOOD PLANTS

Peter McCall must know a route to Newport which is all down hill. He says he made the trip there one Sunday in his new Ford and got fifty miles on a gallon of gasoline. We would all like to know where he buys that kind of Ford.

Mr. Rouillard is thinking of organizing sight-seeing tours since his very great success in personally conducting a party of thirty school children through the plant.

The men in FBM are looking forward to the new pipe cutting machine which will do away with the hand cutting of threads.

John Mattson has been receiving congratulations since the advent of a son at his home. This is John's tenth child, nine of whom are living.



WHO'S WHO

Mike Mohan's genial smile is familiar to everyone who visits the Building and Roofing plant, where he has been in the Finishing Department since 1907.

The mill doesn't seem quite the same without our genial night superintendent, Doc Watson, who, with Jerry Burke and Eric Erickson of the Finishing Department, is down at Phillipsdale for a few months on special finishing work.

Jimmie Sword is now travelling around in a new Overland coupe.

Harold Miller has been wearing the smile that won't come off since a little stranger came to make his home with him a few weeks ago.

FB has been anxiously scanning the newspapers of late, looking for startling news pertaining to prohibition enforcement in Rhode Island. Owing to the fact that Sherlock Holmes has been sojourning at DP for the past few weeks, it seems as though the 2 per cent dispensers ought to be on the run by this time.

Frank Sutherland of FF has evidently joined the ranks of the Spiritualist Society, as he recently told of meeting a certain person last summer who, according to the most authentic reports, died four years ago. How do you do it, Frank?

H. C. Jepson has novel ideas on duck hunting, as a result of his recent expedition to Chatham. How long since ducks have used the life-saving station as a rendezvous, Jep?

George Smith has again been awarded the contract for furnishing his famous popcorn to the inhabitants of East Walpole. George says there is a pop in every kernel.

Joe Conley, our popular yard foreman, is contemplating a school for the benefit of any immigrants who may become employees of his department. Noble sentiment, Joe.



WHO'S WHO

When Fred Ellis, on whose capable shoulders falls the responsibility of seeing that the roofing machines are turning out A-1 goods, isn't busy at the mill, he is touring the country in his car. Fred completed twenty years' of service with Bird & Son in November of this year.

Our Floor Covering Plant bids fair to become one of the leading Felt Base Floor Covering factories in the country, if not the foremost.

The work on improving Number One Machine, though somewhat delayed as to construction, is now coming right along, and everything possible is being done to complete the work speedily.

Then, our Rug Storage Extension Building, SF11, is going up like a three-ring circus tent—over night—and will furnish the needed facilities for greater storage space.

The Oil Boiling Plant, which has been a long-felt want, is nearing completion, despite the setback caused by a fire the latter part of October, and promises to come up to all expectations of efficiency and economy when under full operation.

Mr. Spencer Martin has joined the ranks of the benedicts. We envy him and also extend to him best wishes for the future.

Somebody said there would be a whale of an entertainment staged by the Bird Club in March. I wonder! !!!

Thanksgiving Day is with us again, and it seems fitting to say that this season of the year, heralded by turkey feathers and a touch of frost in the ozone, always warrants a moment's consideration of activities and happenings in the past year. Surely we have weathered a financial and industrial stormy sea admirably, and we should feel grateful that our wind-tossed bark is meeting each wave of depression without apparent difficulty.

We haven't forgotten how well that Safety Banner looks in our Brigade Room—and are making every endeavor to have it pay us a longer visit than the last one.

WHO'S WHO

During his hours at the plant, Bill Patterson, who has been with us since 1912, is kept busy as Chief Inspector of Floor Covering in process of manufacture, and, during all his spare time, he is equally busy bringing up Bill, Jr.



We had a call the other day from Bernard Bailey, who was severely burned by boiling oil in June. He has had wonderful care and is coming through remarkably well.

What is it that has stilled the muse of our versatile FF poet?

"Red" Martin is now in charge of FFF with Peter McCall assistant foreman. Mike Shergals, for many years foreman of FFF, is now at the head of Finished Goods Inspection.

It is said that Mr. Lines of FF is an expert rat catcher. Last week about noon time, one of the largest of these rodents ever seen (according to the story as narrated by Mr. Lines) was conquered in a stiff battle, near Hill No. 301 (the coal bin), by Mr. Lines. Since the performance of this hazardous deed, our genial boss is regarded as sort of hero—and it is said he has developed a swagger beyond imitation.

It was a matter of satisfaction to all the ex-service men, and others, to see Armistice Day so fittingly celebrated. The FF office celebrities had planned a flag raising to be held the previous day, but the inclemency of the weather prevented. They promise, however, to have such an affair and do it right, some time in the near future.

A BULLY STORY

Rumor hath it that last spring when the succulent green grass grew all around some one presented Peter Flaherty's little boy a calf.

Now Peter and his family live on a little bit of their own ground and had visions of fresh milk and butter a-plenty, and during the summer feeding the animal was easy.

But with the approach of winter Peter builds a barn and puts in a stack of fodder and the family hopes run high until they are suddenly dashed one day when some one informs them that the critter is a bull.

OFFICE NOTES

'Twas moving day recently on the top floor, and for a while it looked as though blue prints would have to be issued so that visitors could find the people they were seeking. Gradually everybody is getting accustomed to the change, and beginning to look and feel at home in their new locations.

Mary Foley of the Floor Covering Sales Department, who was confined to her home for several days on account of a sprained ankle, is back at work.

There are several newcomers in the Floor Covering Sales Department whom we are glad to welcome: H. L. Sweetser, N. B. Eldred, Jr., and W. E. Hicks. We wish them every success in their new work.

At the fire drill which was held Thursday, November 17th, the Main Office people demonstrated their ability to get out of the building quickly and quietly. From the time the alarm sounded until all books and valuable papers were locked in the vault and every worker was outside the building, just 56 seconds elapsed.

We all miss Ellen O'Malley of the Mailing Department, who is at home because of a sprained ankle, and hope to have her with us soon again.

Howard White, our erstwhile messenger boy, has been promoted to a desk of his own in the Floor Covering Sales Department, where he is taking care of advertising requisitions.

Elizabeth Davis Gustafson, who left us a few months ago to be married, has come back to the Cost Accounting Department to help out for a little while.

Several changes and promotions have taken place in the Accounting Department during the last month. George Campbell, one of our well-known baseball players on the champion Office team, who has been handling stores records, has taken charge of the maintenance job.

Byron J. Anthony has transferred to the Accounting Department.

Kenneth Rouillard is now working with Olsson on figuring Fibre Case costs.

We are glad to welcome Roy Springer to East Walpole. He has moved his family from Portland, Maine, to Pleasant Street.

Mike Hawkins is gaining quite a reputation as a hunter. He has been out several weekends during the past month with Providence railroad men and has brought home a goodly collection of quail and partridge.

The folks who use the Walpole busses are getting such good practice in walking since the bus service has become so erratic that they are thinking of taking up pedestrianism seriously and going after Weston's record.

On her return from lunch, Friday, October 28th, Maude Cushman found her desk gaily decorated and covered with gifts in recognition of her approaching marriage. After her first surprise, she managed to recover some semblance of composure and acknowledge the gifts and good wishes of her friends.

Louis Tarr has entered the poultry business and has collected several publications regarding the same. Trying to outdo Scotty Robertson, Louie?

At a surprise party one noon in the Girls' Rest Room, her friends presented Marion Alden Giles, who was married this summer, with several beautiful and useful gifts for her new home.

Ethel Hartshorn has transferred from the Stenographic to the Accounting Department, where she is to be engaged on special report work.

H. H. Skinner of the Building and Roofing Sales has come up from Texas to spend the winter in Massachusetts. He will cover Worcester and vicinity.

On Thursday evening, November 17th, Doris Baker Maier, of the Billing Department, was struck by an automobile just after she stepped off the car. She was badly bruised and shaken up, but no bones were broken, and the latest reports are that she is resting comfortably.

The new car was damaged when W. B. Hale and B. K. Joel met with an accident in Attleboro, but fortunately neither of the occupants was hurt.

Mrs. Emma L. Griffin, who has a wide acquaintance as Treasurer of the Neponset Credit Union, resigned recently and will spend the winter in Florida. Just before she left

she displayed a tell-tale ring on the significant finger and was kept busy acknowledging the good wishes of her many friends.

Delia Hennessey is the latest member of the Main Office force to announce her intention of forsaking the business world for a career of home-making. We offer our best wishes.

The reports from Elizabeth Balfour, who recently underwent an operation at the Norwood Hospital, are most encouraging and we hope to see her at her desk.

Catherine Delaney and Mary Foley, both graduates of the Walpole High School in the class of 1921, have come to work in the Billing Department.

Excellent reports are being received from Alice Downing who entered the Peter Bent Brigham Hospital training school in September.

We are glad to learn that Alice Field, of the Advertising Dept., who is on the sick list, is gaining strength daily.

M. J. Shannan, who has been placed in charge of the reorganized western office of the Floor Covering Sales Division, visited us a few days ago and reported that, while business was still rather quiet in the West, signs of improvement could be seen.

NEW SERIES TO BE ISSUED

The Walpole Cooperative Bank is a local institution which has been in existence for nine years and there is no reason why every citizen of Walpole should not be vitally interested in its success. We have repeatedly stated that we know of no better method of saving than through banks of this kind. It seems as though we should be interested in the institutions of our town and build them before we go outside. When the Neponset Credit Union was started no one had any idea how much interest or dividends it would pay. No one so far has been sorry for any investment made in it. The same thing can be said of the Walpole Cooperative Bank. It is only by the investment therein made by our employees and people in the entire town that it will reach the size where it will be placed in a position to pay as large, if not larger, dividends than similar institutions in other communities. The next series will be issued in December and each three months thereafter. Why not take advantage of this and purchase shares which, as you know, are \$1.00 each per month?

Everybody for Walpole through the Walpole Cooperative Bank. H. H. M.

Many of Bird & Son employees are already saving regularly in this bank as well as in others. The Labor Bureau will arrange with the bank to take out shares and will also receive the regular monthly deposits, if requested. These may be paid direct at the Labor Bureau or we will have deductions made from pay, as you prefer.

WHAT GOES INTO A SHEET OF PAPER

What is a sheet of paper?

What goes into its manufacture, and how much of each substance?

The accompanying table indicates what a wide diversity of material is required in paper manufacture.

This table gives the exact amount of each of the various materials which are used in the making of 100 pounds of paper:—

Wood.....	13.4 cu. ft.
Sulphur.....	12.7 lbs.
Limestone.....	17.5 lbs.
Kerosene.....	5.7 oz.
Bleach Powder.....	14.3 lbs.
Rosin.....	3 lbs.
Soda.....	.515 lbs.
Alum.....	4.2 lbs.
Color.....	1.8 oz.
Coal.....	320 lbs.
Iron Sulphate.....	.79 oz.
Copper Sulphate.....	.19 oz.
Lime.....	3.17 oz.
Belt.....	2 sq. in.
Felts.....	32 sq. in.
Wire.....	67 cu. cm.
Lubricating Oil.....	220 cu. cm.
Water, chemically purified and filtered.....	7500 gal.

Phillipsdale News

Archie Valley, our boss cleaner, returned to work on October 31, after a severe sickness lasting several weeks. We are glad to have him back with us and hope that he won't be so unfortunate another time.

Have you seen Oscar Anderson's pig lately? Oscar says, "Oh, Boy! just watch the price of pork come down about January 1st." He also says that he will neither swap or sell. Next year Oscar hopes to have two.

Speaking of cars, how do you like the looks of the new outfit Manuel Perry has been driving lately? It is a striking contrast to the relic of days gone by. Manuel says he doesn't like to get the tires dirty, and if he should ever have to pump one up, Oh! Man, call a doctor!

Mr. Pettingill, our master mechanic, has broken ground for his new home, which we are glad to learn will be within the confines of East Providence. It will be a Dutch colonial design and if Mr. Pettingill upholds his reputation as a horticulturist his property will be one of the points of interest in this town.

We have discovered two contenders for the belt worn by James Casey, our champion "Sandwich Eater." The gentlemen are Ralph Rouse and Mike Broderick. Both boys pack a wicked sandwich. When Ralph has a sandwich in his hand it causes his shoulder to sag. Mike dropped one the other day on the Shipping platform and we had to lay a couple of new planks to repair the damage.

George Inman, our yard foreman and well-known figure around the plant, has forsaken the "Bright Lights" of Providence and recently moved to Phillipsdale, occupying one of the houses owned by Bird & Son, Inc. A short while ago another attempt was made to confiscate George's car, but it seems quite evident that George must have taken the would-be thief by surprise as the intruder left without taking all of his own outfit.

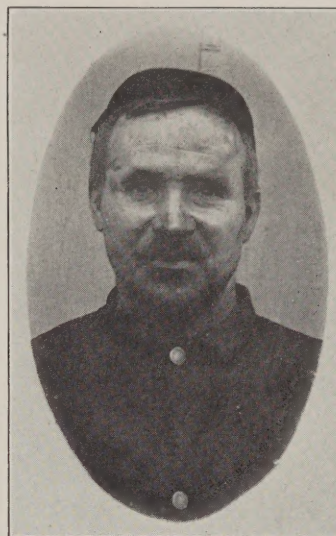
Mr. (Tim) Coffee, a local contractor, who has done so much work at this plant, covering a period of several years, which has caused him to be looked upon by the old-timers here as one of the Bird family, appeared at the mill recently after having been away for some time. Few of us realized that he had been on the sick list and probably through the hardest battle of his career, but his youthful vigor stood him in good stead, and we hope and believe that he will very soon be his former self again.



Manuel Perry and his New Car

The approach to the mill is becoming more like a regular city street, having been equipped with large electric lamps. It is now a welcome sight to the men working on the night shift, after going through the dark stretch of woods coming to work. Not long ago one of the workers in the Sorting Room was held up while going home with his week's wages, but was fortunate enough to save it by bluffing the hold-up man until friends came to his assistance.

It has been rumored that Charley Smith, our handsome machine tender, is building a castle on the Wannamoisset plat, working on it every spare minute while away from the plant. We will have to hand it to Charlie for showing the boys the route to prosperity.



WHO'S WHO?

Here is a snapshot of Tom O'Hollaran. Tom is one of our firemen, and he has been with us since Sept. 1, 1913. Tom is a genial fellow and he is getting quite stout since we installed the two new Stanford-Riley stokers. He says he can work more contented now that he doesn't have to be expecting a break any minute. This, we believe, accounts for his getting stout.

Larry Rispin, one of our machine men, has become a fight fan. Larry is contemplating the purchase of a well trained fliver to facilitate the tedious voyage he has endured so many times in the past. Larry is considerably less than "six feet," and unless he gets there in time for a seat has to inquire how the boys are making out. We feel sorry for Larry, as we think he is taking the sport a little too serious. It was only recently that some of the boys heard him make the following remark: "If I had Roussie's appetite combined with my ambition I could lick the stuffing out of any man in the country at my own weight."

Fire Notes

At the November meeting of the Fire Brigade, Chief Henderson's new idea was tried out. Each member was requested to ask at least two questions concerning the Fire Department of any one at the meeting. It was a grand success and proved to be one of the most interesting meetings held for some time. The questions and answers came thick and fast, showing that the men were right on the job. Have any of the firemen noticed any new equipment?

THE PAPER INDUSTRY IN THE UNITED STATES

1. There are over 1600 paper-making machines in operation in the United States at the present time.

2. The production for 1919 was 6,190,000 tons of paper. Available statistics for 1920 indicate a production of over 7,000,000 tons.

3. The value of this product in 1919 was over \$840,000,000.

4. In the United States today there are over 1100 paper and pulp mills—894 paper mills; 308 pulp mills—employing more than 110,000 men and women.

5. The Paper Industry today stands 7th in the list of Great American Industries.

OFFICE PARTY AT POND ACRES

The people of Plainville thought that Bedlum was loose on a certain Saturday afternoon the latter part of October, when a party of forty past and present woman employees from the office of Bird & Son, Inc., arrived at Pond Acres, the delightful home of Mr. and Mrs. M. M. Rines. Both Mr. and Mrs. Rines are former Birdites and the party was in the nature of a reunion. Mr. Rines was at the station with his auto to meet those who came by train and carried to his home as many as his Hudson would hold. The others enjoyed the walk through the village to Pond Acres, where they were greeted by their hostess.

And then the chattering began! Old friends, who had not seen each other for years, ran races to see who could talk fastest, until someone had the happy thought of walking down to the pond and exploring the farm. The barn was inspected, under the watchful eye of the collie, and the beautiful pond and surroundings were greatly admired. Supper was served on the large piazza and in the spacious living and dining rooms. After supper Helen Costello and Emily Fielding entertained the crowd with several delightful solos.

At six the members of the party got ready to leave, as those who did not go home by auto had to catch the 6.20 train or walk.

The party was a great success and those present voted Mr. and Mrs. Rines wonderful hosts.

The following were the guests for the afternoon:

Mary E. Hickey, Marie Curran, Gladys Duncan, Marion Oldham, Margaret Ruth Leavitt, Teresa G. O'Brien, Anne C. Foss, Alice E. Fales, Elsa F. Goodspeed, Florence Nelson, Emily C. Fielding, Helen G. Costello, Mrs. W. C. Wilson, Welthea M. Smith, Sabina R. Costello, B. Effie Kaye, Annette S. Blaney, Hattie E. Willis, Bessie E. Hubbard, CE., Hazel M. Evans, Lila S. Nead, CE., Inez F. French, Bertha C. Whitney, Minnie L. Smith, Gertrude L. Fleck, Doris B. Maier, Louise McFarland, F. Velma Ryan, CE., Alice W. Rogers, Anna B. Upham, Hazel Carpenter, Winifred Rhind, Mary Metcalf, Lillian M. Dietz, Donald B. Dietz, Annie F. Brown, CE., May Gardner, Helen M. Robertson, Esther T. Bennett, Alice E. Field.

(Note: CE signifies a special degree conferred on members of the Refreshment Committee who displayed uncanny ability in taking care of themselves. It means "Cake Eater.")



CUSHMAN-BERNIER

A wedding of particular interest to many Bird & Son people took place at St. Catherine's Church, Wednesday morning, November 16th, when Maude Cushman, until recently a member of the Building and Roofing Sales Department, and Francis Bernier were married. The couple were attended by Irene Jones, a former Bird & Son employee, and Leo Bernier, brother of the groom and clerk at FF office. Several of Miss Cushman's friends from our Main Office attended the ceremony. After a short trip, Mr. and Mrs. Bernier plan to make their home in Norwood.

OLDHAM-CALLAHAN

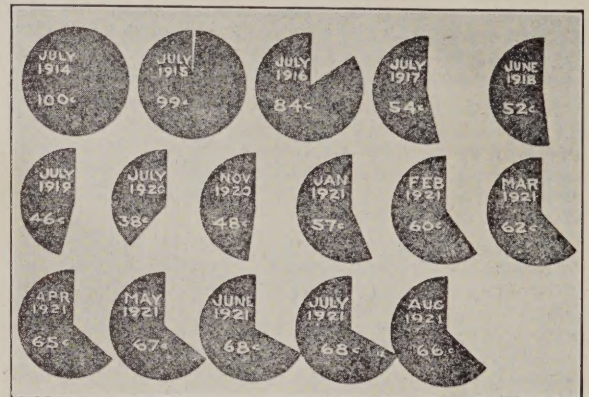
Marion Oldham sprang a surprise on us all when she went to New York Wednesday, November 16th, and was married to Kenneth Callahan of Franklin. For the present, Mrs. Callahan will continue her duties as telephone operator.

THE HERMITS' DANCE

October 28th, the Hermits ushered in the social season with a successful Hallowe'en dance at Bird Hall. The decorations were unusual and a real Neponset product made from black building paper, and, as for refreshments, several of those who attended the dance and a few who didn't found excuse to call at the Hermitage during the following few days to sample what was left.

PURCHASING VALUE OF THE DOLLAR

Chart showing variation in value from July 1914 to August 1921. Based on wholesale prices.



Figures compiled by the U. S. Dept. of Labor

COURSE FOR FOREMEN

Several of the foremen have secured tickets for the course of lectures on "Accident Prevention," which have been arranged for by the Massachusetts Safety Council as a follow-up of No-Accident Week. A number of the foremen attended the first two lectures of the series and got from them many good ideas which they can apply in our own safety work.

The program consists of ten Safety Lectures at Union Hall, 48 Boylston Street, Boston, on Tuesday evenings at eight o'clock sharp, as follows:—

November 15—"The Foremen's Place in Accident Prevention." Frank E. Morris, manager Syracuse Safety Council.

November 22—"The Design and Construction of Safeguards." David S. Beyer, vice president Liberty Mutual Insurance Company, author of "Industrial Accident Prevention."

November 29—"Plant Conditions." Charles F. Horan, director of safety Hood Rubber Company, Watertown.

December 6—"Eye Protection and Safe Clothing." George E. Sanford, safety engineer General Electric Company, West Lynn. Illustrated.

December 13—"Workmen's Inspection Committees." John F. Tinsley, general manager Crompton & Knowles Loom Works, Worcester.

December 20—"Educating the Workman." John A. Oartel, Carnegie Steel Corp., Pittsburg.

December 27—"Handling Men." John Calder, Swift & Company, Chicago.

January 3—"First Aid." Dr. F. E. Schubmehl, General Electric Co., West Lynn.

January 10—"Electrical Hazards." Stephen E. Whiting, formerly instructor in electrical engineering, Harvard University.

January 17—"Selling Safety." L. D. Woedtko, Fred T. Ley & Co., Inc., Springfield.

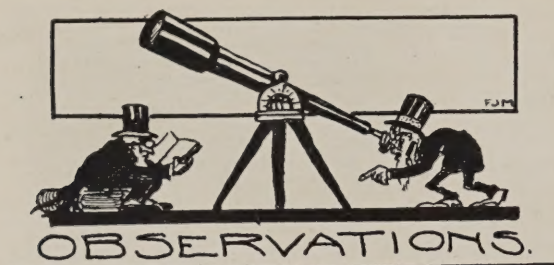
Anyone interested in obtaining tickets for any of the lectures should get in touch with F. W. Fisher, Safety Inspector, or B. D. Rogers, Labor Bureau.

There is no expense to our foremen for the course. A certificate will be furnished to those who complete the course.

NEPONSET KIDDIES



1) Herbert, son of L. A. Eaton, FBSM; (2) Bernard, Clifford, Paul and Bertha, children of G. W. Baker, FBS; (3) Mary, daughter of John Blazonis, DMB; (4) Marion, daughter of H. C. Jepson, FBE; (5) "Me and my dog"; (6) Hilda, (9) Charles, (8) Pauline, children of Charles Rafuse, EMM; (7) Marion, Florence, Stephen, children of Stephen Traudt, CEE; (10) Herman Leslie, son of Eli Chamberlain, FB; (11) Top row left to right, Hazel Ramsey, Ruth Anderson, Arlene Jonah, Agnes Wallace; Bottom row left to right, Margaret Wallace, Marion Wallace, Ethel Burhoe, Lillian Duncan.



This column, starting last month, brought forth considerable favorable comment and it appears that our readers enjoy the bright, up-to-the-minute points brought out by the many papers all over the country. We found our inspiration for this column in "Topics in Brief" in the Literary Digest and have selected some of the excerpts from its pages.

Success is still operated on the self-service plan.—*Kingston Whig*.
"Bolshevism will live on," says Lenine. On what?—*Hutchinson Gazette*.

One-half the world doesn't know how the other half flivvs.—*Moline Dispatch*.

Now if Russia gets a square meal, do we get a square deal?—*Brooklyn Eagle*.

Lenin and Trotsky are a combination in restraint of trade.—*Pittsburgh Dispatch*.

The Greeks are pushing the Turk hard, but have not yet got his Angola.—*Boston Herald*.

In what other country are factory yards congested with employees' automobiles?—*Boston Herald*.

It isn't possible for mother to cut down her skirts for little daughter any more.—*New York American*.

The best way to honor our dead soldiers is to remember the living.—*Greenville (S. C.) Piedmont*.

Football will be popular this year because it has so much kick in it.—*Boston Shoe and Leather Reporter*.

The difference between a good and a bad reputation is that the former is easily lost.—*Greenville (S. C.) Piedmont*.

The man who first called it the "easy" payment plan was mighty careless with his adjectives.—*Roanoke World News*.

Money goes a little farther now, but it is still unable to go quite as far as next payday.—*Indianapolis Star*.

It is all right for the building trades to "clean house," if they will afterward build houses.—*Chicago Daily News*.

Samson had the right idea about advertising. He took two columns and brought down the house.—*Charleston Gazette*.

We carry our ashes up out of the cellar, and not one of those 3,500,000 unemployed offers to help us.—*Boston Traveller*.

For every woman who makes a fool out of a man there is another woman who makes a man out of a fool.—*Lincoln Star*.

Another thing that delays the return to normal is the theory that business is equipped with a self-starter.—*Boston Post*.

Great educator though he has been, no university has yet conferred an honorary degree on Charles Ponzi.—*Boston Traveller*.

The bonding companies say fat men are honest, but thin men say it is because fat men can't run.—*Boston Shoe and Leather Reporter*.

The premier of Britain is willing to turn the policing power over to the Irish. Most American cities did that long ago.—*Manila Bulletin*.

The funny part of it is that European celebrities think they have visited America when they have visited New York.—*Pueblo Star-Journal*.

New York bridegroom fainted while on his way to his wedding. What will happen to him when he begins getting the household bills?—*New York Evening Mail*.

"Egypt had home-brew four thousand years ago," observes a contemporary. No wonder they knew how to pickle their mummies so well.—*Columbia (S. C.) Record*.

That the only cure for unemployment is employment may not sound like a very profound observation, but it falls much more gently on the ears of many than to say the only cure for unemployment is work.—*Kansas City Star*.

E. C. KERANS RESIGNS

Much regret was expressed when Edward C. Kerans, who has been in charge of Floor Covering Sales, resigned to go into business for himself. Mr. Kerans recently completed five years' service with Bird & Son and his cheerful disposition and unfailing enthusiasm have made for him a wide circle of friends here who wish him every success in his new enterprise.

H. E. Sawyer, Jr., is now in charge of the Floor Covering Division of Sales.

OUR "HOLIDAY NUMBER" COMING

This is not the Christmas number of the "Review". The regular "Holiday Number" will be issued before December 25 and notes and other material for it should be in by December 5.

A PICTURE OF INDUSTRIAL DISSOLUTION

Sad Plight of the Factories Which Russian Workers Own

(From a special article in the New York Commercial by J. A. Zaret, a Russian engineer, who has just arrived from Russia after ten years of service there as representative of a large American concern dealing in agricultural machinery.)

What I have to relate are hard facts which caused me, under the most dangerous circumstances, to run away with my wife and child, taking a chance of being robbed and killed. It is true that the factories in Russia belong now to the workmen; the Soviet Government, in its literal meaning, indicates a representative government, but the facts are not as they appear. Probably 90 per cent of the factories do not work, on account of the absence of coal, coke, lumber and other materials. Electric plants are barely working, some not at all. The streets are dark and hardly anybody would attempt to be out after eight o'clock at night. Under the ordinance nobody has a right to use electric light in the houses unless he has a permit from the Government, which a non-communist cannot obtain. The people have to burn oil in a saucer, with a wick. Kerosene costs 40,000 rubles per pud (36 pounds), but the people surely should not mind poor light so long as Lenine promises to electrify even the villages all over Russia. This is a huge joke.

On account of the shortage of coal, the street cars are not running and water systems are in a very poor shape. Once in a while, and it is a regular holiday, there is sufficient pressure in the main to let the water run in the yard faucets, but every day you have to bring water from low places where you have to stand in line to wait your turn for hours. Men, women and children do that from morning to night.

Cost of Living and Wages

The cost of living twenty times exceeds what workmen or any Government employee is getting. The price of bread is 400-500 rubles a pound; butter 2400-2600 rubles a pound; 10 eggs, 1100 rubles; a pound of meat, 1000 rubles; sugar, 1700 rubles granulated, and 3000 rubles lump. (One ruble before the war was equivalent to 51 cents).

How Do the People Manage to Live?

The answer is, by speculation on the foodstuffs and by selling their clothes, shoes, household necessities, etc. There is a great scarcity in all this because all of the stores in Russia are closed by the Government, all of the goods being taken away, no compensation being given to the shopkeepers, most of the latter being arrested and imprisoned before the shops were closed to prevent the owners from bribing the officials and saving some of their goods from being confiscated.

A GOOD SELECTION

The Lorraine Manufacturing Company, makers of cloth, Pawtucket, R. I., who have undertaken an extensive housing project, recently completed twelve houses, on which Neponset twin shingles have been placed. They expect to build fifty houses in all, and, covered with our shingles, should make a very attractive display of roofs. The order was placed through our Pawtucket dealer, J. J. Mahon, Inc.

DAD

He may wear a last year's straw hat, his finger nails may need manicuring; his vest may hang a little loose, and his pants may bag at the knees; his face may show signs of a second day's growth, and the tin dinner bucket he carries may be full of dents and doughnuts; but don't you call him "the old man." He's your father.

For years and years he has been rustling around to get things together. Never once has he failed to do the right thing by you. He thinks you are the greatest boy on earth bar none, even though you plaster your hair back, wear smart clothes, smoke cigarettes, and fail to bring home a cent. He is the man who won the love and life partnership of the greatest woman on earth, your mother.

He is "some" man and not "the old man." If you win as good a wife as he did, you will have to go some, boy.—*The Silent Partner*.

THE QUOITING TOURNAMENT

On Friday, November 11th, the final matches in the handicap quaiting tournament were played off. The weather was ideal and an interested crowd of spectators



Robert Hood
Tournament Winner
Wearing the Smile of Victory

applauded the good throws and spurred the finalists to put forth supreme effort for the cup. The matches were close, but Robert Hood demonstrated his superiority over all comers and was proclaimed winner of the silver cup.

The results of the matches in the last round were as follows: Bruce defeated Welsh, 25 to 19, and Stull, 25 to 24; Hood defeated Rogers, 25 to 17, and, in the final match, Hood defeated Bruce, 25 to 17.

Although the Quoiting Club did not get started until the summer, there was so much interest shown that it was necessary to build four pairs of heads. After the daylight saving schedule stopped the club also installed gas torches and electric lights at the grounds.

So much enthusiasm has been shown that next year will see an early start and several tournaments.

HOW DO YOU STAND?

Lawrence Prouty of CFE has sent in the following clipping, which we believe is of interest:

Every man you do business with forms an impression and an opinion of you, and it will be well to keep in mind the following verses by Strickland W. Gillilan:

Now what is your niche in the mind of the man who met you yesterday?

He figured you out and labeled you; then carefully filed you away.

Are you on his list as one to respect, or as one to be ignored? Does he think you the sort that's sure to win, or the kind that's quickly floored?

The things you said—were they those that stick, or the kind that fade and die?

The story you told—did you tell it your best? If not, in all conscience why?

Your notion of things in the world of trade—did you make that notion clear?

Did you make it sound to the listener as though it were good to hear?

Did you mean, right down in your heart of hearts, the things that you then expressed?

Or was it the talk of a better man in a clumsier language dressed?

Did you think while you talked? Or but glibly recite what you had heard or read?

Had you made it your own—this saying of yours—or quoted what others said?

Think—what is your niche in the mind of the man who met you yesterday?

And figured you out and labeled you; then carefully filed you away?

DEATHS

We were saddened to learn of the death of James O'Malley, son of Thomas O'Malley of the Box Shop, who died at the Homeopathic Hospital, October 31st, after a prolonged illness. The funeral services, which were held November 3d at the Church of the Blessed Sacrament in Walpole, were attended by a large number of his friends. Two of his sisters, Ellen and Nora O'Malley, are employed in the Main Office.

We extend our sincere sympathy to Eddie Drab, of No. 1 Roofing Machine, whose wife died after a brief illness recently.

DIES AS RESULT OF ACCIDENT

Mrs. Annie E. Grant, wife of Marshall H. Grant, assistant chief engineer at our East Walpole plant, died at the Norwood Hospital on Monday, October 31st. Mrs. Grant and Mrs. Herbert Taylor were both struck by an automobile while crossing Washington Street, near the Hospital in Norwood, on October 27th.

The funeral service was conducted from the East Walpole Congregational Church on November 3d, Rev. A. L. MacKenzie officiating. The Samoset Chapter Order of the Eastern Star attended in a body and performed their burial services.

Mrs. Grant had lived in East Walpole many years, and the wonderful display of floral tributes at the funeral testified to the esteem she was held in the community. She is survived by her husband, a daughter, Mrs. Jean B. Angus of Walpole, and two sons, Andrew A. Bruce of East Walpole and John Bruce of Houston, Texas.

On the evening of the accident, Mrs. Grant and Mrs. Taylor had just alighted from Mr. Grant's car and, in crossing the street, were struck by a car driven by Mr. Henry A. Lund of 46 Davis Ave., Norwood. Both women were very badly hurt and were taken immediately to the Norwood Hospital, where all possible care was given to them. Although Mrs. Taylor has several broken bones, she is now resting comfortably and improving every day.

CARDS OF THANKS

We wish to thank our fellow employees, our many friends and Bird & Son for the beautiful flowers and expressions of sympathy received during our recent bereavement.

Marshall H. Grant and family.

We wish to thank our friends for the many expressions of sympathy extended to us and for the beautiful flowers we received at the time of our recent bereavement.

Mr. and Mrs. Thomas O'Malley and family.

I wish to thank all my friends in the Printing Department and also the girls in the other departments for their beautiful gifts of silver and also for their lovely shower gifts.

I wish to thank the members of the Chrysanthemum Club for their beautiful gifts.

Mary Burke Golden.

NEW CREDIT UNION TREASURER

Albert W. Smith has been transferred from the Pay roll Department to the Labor Bureau where he is to have charge of deductions and other matters pertaining to the Mutual Benefit Association and employee's savings in the Neponset Credit Union, Co-operative Banks and Savings Banks.

BIRD CLUB ENTERTAINMENT Season's Opening Night a Success

The first big meeting of the Bird Club, under the direction of the new Entertainment Committee, was held in Bird Hall, November 15th. Nearly four hundred members, their families and friends, were royally entertained in every respect.

The evening's program started at eight o'clock with a few words of welcome from W. J. Score, chairman of the Entertainment Committee, and music by a five-piece orchestra under L. W. Pierce, musical director. This was followed by a very amusing movie comedy entitled "Little, but Oh My!"

The "Black and White Minstrels," an entertainment trio from Boston, then presented an amusing and pleasing program, including several well put on character sketches.



The Bird Club from the Garden

While the hall was being cleared for dancing, everyone was served refreshments, consisting of sandwiches, coffee, ice cream and cake, in the Tiot Lunch, under the direction of Mrs. Lovejoy, the new manager.

Shortly after ten the hall was cleared and the music started the dancing. Nearly everyone remained for a few of the dances at least, and many were sorry when twelve o'clock had arrived and closed the evening's entertainment.

The Entertainment Committee is certainly to be congratulated for the very excellent program provided, but they very modestly state that several bigger and better evenings are planned throughout the season.

The Athletic Committee, under Mr. M. J. Hawkins, is also planning activities along that line and in the near future we shall see some winter sporting events announced under their supervision.

The gymnasium is being used more than usual with the coming on of cooler evenings. More club members are also enjoying the good times to be had any evening by dropping in for a game of pool or billiards or, perhaps, a few hands of whist or pitch.

The House Committee say they would like to see many others at the Club House, to join in at these good times.

The entire list of officers and committees of the Bird Club are as follows:—

Honorary President—Charles Sumner Bird.

President—W. W. Wilson.

Vice President—S. W. Smith.

Council—C. W. Conrad, R. H. LaFountain, H. C. Jepson, F. B. Duncan and S. H. Kay for three years; P. R. Allen, J. J. White, A. H. Anderson, D. A. Jones and M. H. Miller for two years; and M. J. Hawkins, S. W. Smith, W. W. Wilson, J. F. Maguire and G. R. Wyman for one year.

Secretary—B. D. Rogers.

Treasurer—D. A. Chase.

Executive Committee—P. R. Allen, *Chairman*, G. R. Wyman, R. M. LaFountain, F. B. Duncan and D. A. Jones.

Auditing Committee—A. H. Anderson, W. E. Sumner and E. H. Bartlett.

Athletic Committee—M. J. Hawkins, *Chairman*, W. F. Geary, J. E. Dine, R. L. Tupper, S. F. Martin, W. F. Murphy, J. W. Hammond, A. C. Urquhart, W. J. O'Donnell, F. B. Duncan, R. O. Fisher, Samuel Hunter, Frank Sutherland, Harold Higgins, Albert Smith and E. F. Murphy.

Entertainment Committee—W. J. Score, *Chairman*, A. V. Wilson, S. W. Smith, J. E. Curran, W. F. Geary, B. R. Taylor, J. E. Conley, H. L. Badger, R. H. Hood, H. C. Jepson, L. W. Pierce, J. B. Maguire, F. L. Whitecher, B. D. Rogers, L. R. Bernier, F. C. Bassett, D. A. Chase, R. B. Wadsworth, P. N. Hills, W. R. Duncan, J. R. Ghen, A. C. Buell, E. M. Lines, J. J. White, Frank Whitehead, George Wallace and Maurice Mason.

Membership Committee—L. E. Tarr, *Chairman*, F. W. Fisher, S. H. Kay, H. A. Wentworth, H. C. Anderson, D. J. Cullinane, E. F. Murphy, J. H. Maguire, J. L. Dine, H. L. Tower, F. L. Murphy, J. L. Linnehan, J. W. Hammond, J. E. Smith, F. J. Ellis, J. F. Maguire, Frank Sutherland, B. R. Taylor, L. M. Pratt, H. E. Rouillard, C. J. Watson, E. L. Connolly, H. S. McKenzie, E. D. Huggard and Stanley Haste.

Library Committee—H. W. Dixon, *Chairman*, H. F. Knight, G. F. Garland, J. H. Kivlin and P. N. Hills.

House Committee—S. B. Montgomery, *Chairman*, P. H. Bailey, J. H. Smith and J. B. Maguire.

HARVARD-YALE GAME AT BIRD CLUB

Hugh Knight entertained several of his friends who were unable to get tickets for the Harvard-Yale game by letting them listen in on his wireless set at the Bird Club. Detailed reports of the game were sent broadcast by the American Radio and Research Corporation at Medford. The service was rendered by the "Boston American." The apparatus at the Bird Club was a regenerative tuner used in conjunction with a vacuum tube detector and two-step amplifier. Several telephone receivers connected in the circuit enabled all those present to hear the voice of the Medford operator as he announced the plays. The voice of the operator was very clearly reproduced and not a word of the announcements was lost. At times music was heard, probably coming from the band entertaining the crowd while waiting for announcements of the game.

The wireless telephone is the most recent development in communication through the air. We wonder if all our readers realize how fast this has developed and how far the human voice can now be carried without wires?

DECEMBER CLUB NIGHT

The entertainment committee in charge of December club meetings is trying to make arrangements to secure Mr. Feri Felix Weiss, Esq., formerly of the U. S. Immigration Service, the U. S. Secret Service and the Department of Justice. The committee assures us one of the most interesting meetings of the season. Watch for the notices and bulletins.

